



**2023 Diversity Procurement Report and 2024 Plan of  
Cox Communications California, LLC and  
Cox California Telcom, LLC**

General Order 156



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

March 1, 2024

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### Introduction: Why This report Is Filed by a Telephone Corporation and Cable Corporation

**Cox Communications, Inc.** is the parent company of companies that provide cable, high-speed Internet, wireline voice & transport and home automation services in California and 15 other states. In California, services are provided by the following companies:

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

Cox California Telcom, LLC is a public utility and subject to CPUC General Order 156, *Rules Governing the Development of Programs to Increase Participation of Women, Minority, and Disabled Veteran Business Enterprises in Procurement of Contracts from Utilities as Required by Public Utilities Code Sections 8281-8286* (“GO 156”). While Cox California Telcom, LLC does not have procurement activities, its unregulated parent companies have a nationwide Supplier Diversity Program. This report contains information about the unregulated parent companies’ program, including their national spend with California-based diverse vendors.

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

While Cox strives to provide information about its Supplier Diversity program as set forth in GO 156, Cox’s program differs from GO 156 in some ways because it was not initially developed pursuant to GO 156, and rather was developed for the Cox family of companies which operate nationwide. Therefore, some of Cox’s data is different from what GO 156 requires and what other companies may be able to report to the CPUC. This report provides information about Cox’s national and California procurement activities, thus reported procurement represents Cox’s spend nationwide (and not just for California operations). While there are some differences, Cox believes that our program shares the same goal as GO 156 – to increase procurement opportunities for historically disadvantaged suppliers.

### Cox’s Commitment to Supplier Diversity

Cox Communications’ Supplier Diversity program has experienced significant growth and maturation since its initial transformation in 2014. By expanding existing programs and creating innovative solutions to engage suppliers and internal stakeholders, we strive to create economic growth in the communities we serve, while elevating supplier diversity as a cornerstone of Cox’s values system and long-term corporate strategy.



- George Richter  
SVP Supply Chain  
Management



We strive to provide best-in-class products and services for our customers, and we're proud to work with innovative, diverse-owned suppliers who share that same goal. We make it a priority to work with diverse-owned businesses and will continue to invest in the inspired talent and innovation diverse suppliers have to offer.



### 9.1.1 Supplier Diversity Program Activities During 2023

In 2023, Cox Communications' Supplier Diversity program focused on gaining and amplifying the organizational commitment to invest in and increase diverse supplier spend. The Cox Supplier Diversity team prioritized strategic initiatives to identify and mitigate roadblocks for onboarding diverse suppliers, implement innovative solutions to improve performance results, and leverage resources from external partnerships.

Cox Communications set a 2023 goal to spend \$770M with diverse suppliers. Cox exceeded this goal by 5%, spending over **\$816M**.

Cox Communications spend by the numbers:

- Tier 1: \$ (MBE, WBE, DOBE, VET, SDVB, LGBTBE, WOSB, EDWOSB, 8(a), HUBZONE): **\$719.7M**
- Tier 2: \$ (MBE, WBE, DOBE, VET, SDVB, LGBTBE, SBA, HUBZONE): **\$96M**

Cox was able to maintain **23.18%** of total discretionary procurement spend as diverse in 2023. Additionally, Cox Enterprises held true to its organizational commitment to spend **one billion dollars with diverse-owned businesses** by the end of 2026 and accomplished the goal **three years early**.

Cox was able to spend **\$70.3M** dollars with California-based OSPC Build Suppliers and \$351M with Supplier Clearinghouse suppliers in 2023.

### Broadening Certification Guidelines

In 2023, Cox reviewed the internal guidelines on accepting new certifying bodies and certification types. Prior to 2023, Cox did not accept SBA 8(a), WOSB, and some HUBZone certifications due to the certification process through the Small Business Administration. After rigorous review, Cox agreed to **begin accepting these certifications** within our program. Cox hopes to continue opening the door for small and diverse-owned businesses into our program.

### Tier 2 Program Auditing and Reporting

Cox's Tier 2 program has grown exponentially over the last three years. With the growth, the need for continued auditing of suppliers has increased. Each year Cox sets a goal of 75% compliance for Tier 2 suppliers reporting. In 2023, Cox was able to achieve **92% reporting compliance** due to the strong auditing approach. Cox's Sourcing & Procurement teams and Supplier Diversity teams worked diligently to encourage participation and enhance the supplier experience in our Tier 2 reporting tools. We

documented the internal auditing processes of suppliers' contractual obligations to report and began working with suppliers who were not in compliance, helping to find opportunities to work with sub-contractors.

The Supplier Diversity team also allocated Tier 2 reporting to Sourcing & Procurement leadership, enabling each leader to take ownership of compliance percentages and opportunities for their non-diverse Tier 1 suppliers.

### **Continuing to Grow the Certification Assistance Program**

Established in 2021, the Cox Certification Assistance Program has served as a resource to assist diverse and small businesses looking to become certified. Investing over **\$61,000** in three years, Cox Communications aims to educate diverse companies on the process and benefits to encourage existing and potential suppliers to become certified. In 2023, Cox provided certification support for **9 suppliers** (1 LGBTQ), resulting in a realized **\$24.5M** in diverse spend. We believe these programs and their resources will continue increasing visibility and building capacity for small and diverse companies.

### **Cox Communications National and Regional Inclusion, Diversity and Equity Councils**

In 2023, Cox Communications partnered with the Cox Enterprises Center for Inclusion to launch councils focused on ensuring inclusion, diversity, and equity initiatives receive focused attention across the newly restructured Cox Communications regional markets.

The new NIDE and RIDE councils (National and Regional Inclusion Diversity and Equity Councils) leverage the diversity of our employees, customers, and suppliers into business strategies, products, and services to shape a better and more inclusive tomorrow.

### **Connection Program**

In 2023, Cox officially launched the Connection Program, a strategy to cultivate relationships with diverse suppliers, enabling them to thrive with non-diverse mentor suppliers. The focus of the Connection Program is to invest in and support the growth of diverse suppliers by connecting a minority business to Cox Enterprise customers to grow their business, as well as mature operations.

Cox had two IT suppliers in the program in 2023 which represented over **\$40M** in diverse spend.

### **Small Business Leadership Academy**

Cox's Small Business Leadership Academy is a pillar among many small business accelerator programs, aimed at helping small, diverse suppliers grow and thrive within the communities Cox serves. The program includes a mentorship opportunity from a Cox employee and ongoing post-graduation connections.

Cox has committed over **\$500,000** in the last nine years and continues to find unique ways to reach the thriving small and diverse business community.

In 2023, Cox awarded **46 scholarships** across four educational partner universities and reached many more at its inaugural small business one-day summit in New Orleans, LA at Delgado Community College.

Partner University	Scholarships Awarded
University of Nevada Las Vegas	5
Tulsa Community College	17
Old Dominion University	21
University of San Diego	3

**Leaning into Internal and External Partnerships**

In 2023, Cox hosted several events aimed at connecting diverse suppliers to crucial value chain partners, internal stakeholders, and supplier diversity representatives. Events included:

- **Exclusive Networking Event with Worldwide Technology:** This reception hosted trusted diverse suppliers from both Cox and WWT, providing opportunities to expand their network. Through the event, suppliers were able to gain additional knowledge about partnering as a Tier 2 or Tier 1 supplier.
- **2023 National Minority Supplier Development Conference:** Cox co-hosted a mixer with Clutch Solutions, a smaller minority-owned value-added reseller, to help Clutch gain exposure through the event and share knowledge of how large non-diverse-owned companies engage with diverse suppliers.
- **California Cable Supplier Diversity Symposium:** Cox hosted, in partnership with Comcast and Charter Communications, this event created to engage, educate, and strategically connect diverse suppliers with significant cable industry trends and opportunities.

**Non-Government Organization Engagement**

Cox continues to be engaged with third-party certifying agencies through sponsorship and active participation in conferences. In addition, Cox is proud to have sponsored the NMSDC, NGLCC, and WBENC national conferences.

Cox Communications President and CEO, Mark Greatrex, signed the CEO letter on Disability Inclusion, committing to advance disability inclusion at Cox and in the industry in 2022. Cox also supported Disability: IN through sponsorship and participation in the How to Do Business series. Additionally, Cox participated in the Georgia Minority Supplier Development Council’s (GMSDC) virtual Business Opportunity Exchange, where Sourcing professionals participated in one-on-one matchmaking and formed connections with over ten diverse suppliers.

Senior Vice President of Supply Chain, George Richter, serves on the NMSDC board of directors. In his role, George leverages over a decade of experience in executive sponsorship of supplier diversity programs to advance business opportunities for certified minority business enterprises.

Further, Cox is maintaining its positions on the Disability: IN national certification committee, the NGLCC Board and Procurement Council, the Disability: IN Procurement Council, and the GMSDC board of directors. Cox also retains its partnerships with NMSDC, WBENC, Disability: IN, NGLCC, and TechSCALE.

**2023 Recruiting Events**

Throughout 2023, Cox employees and senior leaders participated in many recruiting events hosted by Cox or various chambers and supplier diversity organizations. Cox was able to participate in two events specifically in California. A sample of the events we participated in include:

Event	Segment	Date	Location
Georgia Minority Supplier Development Council/Georgia Mentor Protégé program graduation	MBE	2/9	In person
GMSDC BOE	MBE	3/30	In Person
WBENC Conference	WBE	3/30	In Person
Platinum Circle Matchmaking NGLCC	LGBTQ	5/22	Virtual
NGLCC Conference	LGBTQ	8/2	In Person
CPUC Expo	All	9/27	In Person
GMSDC Spirit of Alliance Awards	MBE	9/16	In Person
NMSDC Conference	MBE	10/30-11/2	In Person
California Cable Symposium	All	11/15	In-Person
Cox & WWT Partnership Reception	All	11/13	In-Person

## Closing

Cox Communications continues to find new ways to close the gap for small and diverse-owned businesses. Cox had a successful year in maintaining a varied supply base, fueling mutual growth, and staying committed to economic growth in the communities we serve.

In 2023, Cox created and supported a program to get suppliers certified and achieved a diverse percentage of discretionary spend of **23%**, reaching **\$1B** in combined enterprise-wide spend, while continually improving world-class best practices. Attached, please find additional indications related to the success of the Cox Communications Supplier Diversity programs.

			2023 of Report			
			Direct Spend <sup>1</sup> \$	Sub Spend <sup>2</sup> \$ (tier 2)	Total \$	%
1	<b>Minority Male</b>	African American	\$ 299,932,097.03	\$ 17,058,162.00	\$ 316,990,259.03	83.48%
2		Asian Pacific American	\$ 18,235,612.71	\$ 547,167.01	\$ 18,782,779.72	4.95%
3		Hispanic American	\$ 9,620,803.92	\$ 1,037,119.74	\$ 10,657,923.66	2.81%
4		Native American	\$ 31,498,786.00	\$ 1,791,441.68	\$ 33,290,227.68	8.77%
5		<b>Total Minority Male</b>		<b>\$ 359,287,300</b>	<b>\$ 20,433,890.43</b>	<b>\$ 379,721,190.09</b>
6	<b>Minority Female</b>	African American	\$ 134,752,883.20	\$ 7,663,812.48	\$ 142,416,695.68	83.48%
7		Asian Pacific American	\$ 8,192,811.51	\$ 465,952.35	\$ 8,658,763.86	5.08%
8		Hispanic American	\$ 4,322,390.17	\$ 245,828.66	\$ 4,568,218.83	2.68%
9		Native American	\$ 14,151,628.71	\$ 804,850.04	\$ 14,956,478.75	8.77%
10		<b>Total Minority Female</b>		<b>\$ 161,419,714</b>	<b>\$ 9,180,443.53</b>	<b>\$ 170,600,157.12</b>
11	Total Minority Business Enterprise (MBE)		\$ 520,707,013.25	\$ 29,614,333.96	\$ 550,321,347.21	<b>68.67%</b>
12	Women Business Enterprise (WBE)		\$ 183,753,020.00	\$ 23,670,224.61	\$ 207,423,244.61	<b>25.88%</b>
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$ 43,034.00	\$ 154,946.32	\$ 197,980.32	<b>0.02%</b>
14	Disabled and Veteran Business Enterprise (DVBE)		\$ 26,587,426.00	\$ 2,325,455.00	\$ 28,912,881.00	<b>3.61%</b>
15	Persons with Disabilities Business Enterprise (PDBE)		\$ 11,005,090.00	\$ 332,936.00	\$ 11,338,026.00	<b>1.41%</b>
16	8(a)*		\$ 3,246,796.00	\$ -	\$ 3,246,796.00	<b>0.4%</b>
17	<b>Total Supplier Diversity Spend</b>		<b>\$ 745,342,379.25</b>	<b>\$ 56,097,895.89</b>	<b>\$ 801,440,275.14</b>	<b>24%</b>
18	Net Procurement**		\$ 3,322,025,581.72			

Cox's Methodology to Minority Male /Female percentages: Percentage of suppliers who have both an MBE/WBE certification using this percentage breakout across the minority category. Not double counting in WBE spend. (69/31 respectively)

Cox's Methodology for Product and Service breakout: Overall percentage of spend for both service and product sourcing categories. (80/20 respectively)



Cox Communications	Report Year: 2023	GO 156 Section 9.1.2
Supplier Diversity Direct Procurement Results by Product and Service Categories		

				2023					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Direct	\$ 59,986,419.41	83.48%	\$ 239,945,677.62	83.48%	\$ 299,932,097.03	83.48%
2		Asian Pacific American	Direct	\$ 3,647,122.54	5.08%	\$ 14,588,490.17	5.08%	\$ 18,235,612.71	5.08%
3		Hispanic American	Direct	\$ 1,924,160.78	2.68%	\$ 7,696,643.14	2.68%	\$ 9,620,803.92	2.68%
4		Native American	Direct	\$ 6,299,757.20	8.77%	\$ 25,199,028.80	8.77%	\$ 31,498,786.00	8.77%
5		<b>Total Minority Male</b>	Direct	<b>\$ 71,857,459.93</b>	<b>20.00%</b>	<b>\$ 287,429,839.73</b>	<b>80.00%</b>	<b>\$ 359,287,299.66</b>	<b>100.00%</b>
6	Minority Female	African American	Direct	\$ 26,950,576.64	83.48%	\$ 107,802,306.56	83.48%	\$ 134,752,883.20	83.48%
7		Asian Pacific American	Direct	\$ 1,638,562.30	5.08%	\$ 6,554,249.21	5.08%	\$ 8,192,811.51	5.08%
8		Hispanic American	Direct	\$ 864,478.03	2.68%	\$ 3,457,912.14	2.68%	\$ 4,322,390.17	2.68%
9		Native American	Direct	\$ 2,830,325.74	8.77%	\$ 11,321,302.97	8.77%	\$ 14,151,628.71	8.77%
10		<b>Total Minority Female</b>	Direct	<b>\$ 32,283,942.72</b>	<b>20.00%</b>	<b>\$ 129,135,770.87</b>	<b>80.00%</b>	<b>\$ 161,419,713.59</b>	<b>100.00%</b>
11	Total Minority Business Enterprise (MBE)	Direct	\$ 104,141,403	69.86%	\$ 416,565,610.60	69.861%	\$ 520,707,013.25	69.86%	
12	Women Business Enterprise (WBE)	Direct	\$ 36,750,604.00	24.65%	\$ 147,002,416.27	24.65%	\$ 183,753,020.27	24.65%	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Direct	\$ 8,606.82	0.01%	\$ 34,427.30	0.01%	\$ 43,034.12	0.01%	
14	Disabled Veteran Business Enterprise (DVBE)	Direct	\$ 5,317,485.33	3.57%	\$ 21,269,941.31	3.57%	\$ 26,587,426.64	3.57%	
15	Persons with Disabilities Business Enterprise (DBE)	Direct	\$ 2,201,017.97	1.48%	\$ 8,804,071.86	1.48%	\$ 11,005,089.83	1.48%	
16	8(a)*	Direct	\$ 649,359.11	0.44%	\$ 2,597,436.44	0.44%	\$ 3,246,795.55	0.44%	
17	<b>Total Supplier Diversity Spend</b>	Direct	<b>\$ 149,068,476</b>	<b>100.00%</b>	<b>\$ 596,273,903.78</b>	<b>100.00%</b>	<b>\$ 745,342,379.66</b>	<b>100.00%</b>	
18	Net Procurement**			<b>\$ 3,322,025,581.72</b>	<b>100%</b>				
19	Net Product Procurement			<b>\$ 2,657,620,465.38</b>	<b>80%</b>				
20	Net Service Procurement			<b>\$ 664,405,116.34</b>	<b>20%</b>				
21	Total Number of Diverse Suppliers that Received Direct Spend					<b>228</b>			

Cox Communications		Report Year: 2023				GO 156 Section 9.1.2			
Supplier Diversity Subcontractor Procurement Results by Product and Service Categories									
				2023					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Sub	\$ 3,411,632.40	83.48%	\$ 13,646,529.60	83%	\$ 17,058,162.00	83.48%
2		Asian Pacific American	Sub	\$ 109,433.40	2.68%	\$ 437,733.61	3%	\$ 547,167.01	2.68%
3		Hispanic American	Sub	\$ 207,423.95	5.08%	\$ 829,695.79	5%	\$ 1,037,119.74	5.08%
4		Native American	Sub	\$ 358,288.34	8.77%	\$ 1,433,153.34	9%	\$ 1,791,441.68	8.77%
5		<b>Total Minority Male</b>	Sub	<b>\$ 4,086,778.09</b>	<b>20.00%</b>	<b>\$ 16,347,112.34</b>	<b>80%</b>	<b>\$ 20,433,890.43</b>	<b>100.00%</b>
6	Minority Female	African American	Sub	\$ 1,532,762.50	83.48%	\$ 6,131,049.98	83%	\$ 7,663,812.48	83.48%
7		Asian Pacific American	Sub	\$ 93,190.47	5.08%	\$ 372,761.88	5%	\$ 465,952.35	5.08%
8		Hispanic American	Sub	\$ 49,165.73	2.68%	\$ 196,662.93	3%	\$ 245,828.66	2.68%
9		Native American	Sub	\$ 160,970.01	8.77%	\$ 643,880.03	9%	\$ 804,850.04	8.77%
10		<b>Total Minority Female</b>	Sub	<b>\$ 1,836,088.71</b>	<b>20.00%</b>	<b>\$ 7,344,354.82</b>	<b>80%</b>	<b>\$ 9,180,443.53</b>	<b>100.00%</b>
			Sub						
11	Total Minority Business Enterprise (MBE)		Sub	<b>\$ 5,922,866.79</b>	0.527905	<b>\$ 23,691,467.17</b>		<b>\$ 29,614,333.96</b>	<b>52.79%</b>
			Sub						
12	Women Business Enterprise (WBE)		Sub	\$ 4,734,044.92	42.19%	\$ 18,936,179.69	42.19%	\$ 23,670,224.61	<b>42.19%</b>
			Sub						
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTB)		Sub	\$ 30,989.26	0.28%	\$ 123,957.06	0.28%	\$ 154,946.32	<b>0.28%</b>
			Sub						
14	Disabled Veteran Business Enterprise (DVBE)		Sub	\$ 465,091.00	4.15%	\$ 1,860,364.00	4.15%	\$ 2,325,455.00	<b>4.15%</b>
			Sub						
15	Persons with Disabilities Business Enterprise (DBE)		Sub	\$ 66,587.20	0.59%	\$ 266,348.80	0.59%	\$ 332,936.00	<b>0.59%</b>
			Sub						
16	8(a)*		Sub	\$ -		\$ -		\$ -	
			Sub						
17	<b>Total Supplier Diversity Spend</b>		Sub	<b>\$ 11,219,579.18</b>	<b>20%</b>	<b>\$ 44,878,316.71</b>	<b>80%</b>	<b>\$ 56,097,895.89</b>	<b>100%</b>
18	Net Procurement**			\$ 3,322,025,581.72	<b>100%</b>				
19	Net Product Procurement			\$ 2,657,620,465.38	<b>80%</b>				
20	Net Service Procurement			\$ 664,405,116.34	<b>20%</b>				

<b>Cox</b>	<b>2023 Annual Report</b>	<b>G.O. #156 Sec. 9.1.2</b>
<b>SUPPLIER DIVERSITY Procurement by Standard Industrial Categories</b>		

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

<b>Cox</b>	<b>2023 Annual Report</b>	<b>G.O. #156 Sec. 9.1.2</b>
<b>Number of Supplier Diversity Suppliers and Revenue Reported to the 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	20	16	0	0	1	0	37	20	16	0	0	1	0	37
Under \$5 million	6	4	0	0	0	0	10	6	4	0	0	0	0	10
Under \$10 million	3	6	0	0	0	0	9	3	6	0	0	0	0	9
Above \$10 million	0	3	0	0	0	0	3	0	3	0	0	0	0	3
<b>Total</b>	<b>29</b>	<b>29</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>59</b>	<b>29</b>	<b>29</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>59</b>

Revenue and Payment Data														
Revenue of Diverse Suppliers	Revenue Reported to the Supplier Clearinghouse							Utility-Specific [Year] 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	\$ 2,233,484.05	\$ 5,207,263.18	\$ -	\$ -	\$ 66,101.35	\$ -	\$ 7,506,848.58	\$ 2,233,484.05	\$ 5,207,263.18	\$ -	\$ -	\$ 66,101.35	\$ -	\$ 7,506,848.58
Under \$5 million	\$ 5,659,492.67	\$ 6,804,553.81	\$ -	\$ -	\$ -	\$ -	\$ 12,464,046.48	\$ 5,659,492.67	\$ 6,804,553.81	\$ -	\$ -	\$ -	\$ -	\$ 12,464,046.48
Under \$10 million	\$ 15,320,625.03	\$ 18,688,272.75	\$ -	\$ -	\$ -	\$ -	\$ 34,008,897.78	\$ 15,320,625.03	\$ 18,688,272.75	\$ -	\$ -	\$ -	\$ -	\$ 34,008,897.78
Above \$10 million	\$ -	\$ 57,378,217.43	\$ -	\$ -	\$ -	\$ -	\$ 57,378,217.43	\$ -	\$ 57,378,217.43	\$ -	\$ -	\$ -	\$ -	\$ 57,378,217.43
<b>Total</b>	<b>\$23,213,601.75</b>	<b>\$88,078,307.17</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 66,101.35</b>	<b>\$ -</b>	<b>\$ 111,358,010.27</b>	<b>\$ 23,213,601.75</b>	<b>\$ 88,078,307.17</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 66,101.35</b>	<b>\$ -</b>	<b>\$ 111,358,010.27</b>

Cox manages all certificates in-house and this data is for all suppliers who have a CPUC supplier clearing house certification only and have been cross referenced with Supplier Clearinghouse data.

<b>Cox</b>	<b>2023 Annual Report</b>	<b>G.O. #156 Sec. 9.1.2</b>
<b>Description of Diverse Suppliers with CA Majority Workforce</b>		

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

<b>Cox</b>	<b>2023 Annual Report</b>	<b>G.O. #156 Sec. 9.1.3</b>
<b>Supplier Diversity Program Expense</b>		

Cox tracks certain expenses specific to its Supplier Diversity program separate from its overall Supply Chain expense budget. Wages are not included in the Supplier Diversity specific budget; therefore, Cox does not include wages in this section.

<b>Expense Category</b>	<b>Year (Actual)</b>
Wages	-
Other Employee Expenses	-
Program Expenses	\$156,987
Reporting Expenses	\$55,974
Training Expenses	\$48,441
Consultant Expenses	-
Other Expenses	-
<b>Total</b>	<b>\$261,402</b>

<b>Cox</b>	<b>2023 Annual Report</b>	<b>G.O. #156 Sec. 9.1.4</b>
<b>Description of Progress in Meeting or Exceeding Set Goals</b>		

2023 was an extremely powerful and productive year in the history of supplier diversity at Cox Communications and Cox continues to sustain a premiere, mature Supplier Diversity program.

Cox Communications strategy to grow diverse spend has always started with gaining trust and commitment internally. Establishing a relationship and communicating clear and concise goals and being able to measure those goals continued to drive growth in 2023. Cox continues to set goals throughout the organization from an enterprise-level, procurement, and sourcing level and within the national diversity and inclusion council pillar group. We were able to see tremendous growth throughout the organization due to structured goal setting.

Cox Communications set a goal of \$683M in Tier 1 spend and \$87M in Tier 2 in 2023. Cox Communications exceeded this goal by 15% and held diverse percentage of discretionary spend steady at 23% all while continually improving world class best practices.

Cox continues to find new ways to close the gap for small and diverse owned businesses. Cox Communications had a successful year in maintaining a varied supply base, fueling mutual growth, and staying committed to economic growth in the communities we serve.

<b>Cox</b>	<b>2023 Annual Report</b>	<b>G.O. #156 Sec. 9.1.4</b>
<b>Supplier Diversity Results and Goals</b>		

Cox establishes a goal for its Supplier Diversity program overall but not specific to certain diverse vendor categories. Cox has been working on setting enterprise, sourcing category, and business unit goals and plans on setting goals by diverse vendor category in the future. In 2024, Cox will begin looking into specific category goals. Therefore, Cox does not have information responsive to this section.



<b>Cox</b>	<b>2023 Annual Report</b>	<b>G.O. #156 Sec. 9.1.5</b>
<b>Description of Prime Contractor Utilization of SUPPLIER DIVERSITY Subcontractors</b>		

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

Cox’s Tier 2 program has grown exponentially over the last three years. With the growth, the need for continued auditing of suppliers increased. Each year Cox sets a goal of 75% compliance for Tier 2 suppliers reporting. In 2023, Cox was able to have 92% reporting compliance because of its strong approach to auditing.

The Sourcing and Procurement teams and Supplier Diversity team worked diligently to encourage participation and enhance the supplier experience in our Tier 2 reporting tools. We documented the internal auditing processes of suppliers’ contractual obligations to report and began working with suppliers who were not in compliance, helping to find opportunities to work with sub-contractors.

New in 2023, the Supplier Diversity team was able to begin distributing Tier 2 reporting to each sourcing and procurement category Assistant Vice President. This enabled each team to begin to take ownership of compliance percentages and opportunities for their non-diverse Tier 1 suppliers. Cox is excited to continue growing our Tier 2 program into a model of excellence in the industry.

<b>Cox</b>		<b>2023 Annual Report</b>	<b>G.O. #156 Sec. 9.1.5</b>
<b>Summary of Prime Contractor Utilization of SUPPLIER DIVERSITY Subcontractors</b>			

					Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total Supplier Diversity Spend
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)					
Direct \$	359,287,299.66	161,419,713.6	520,707,014.00	183,753,020.00	43,034.00	26,587,426.00	11,005,090.00	3,246,796.00	745,342,380.00
Sub \$	20,433,890.43	\$ 9,180,443.53	29,614,333.96	23,670,224.61	154,946.32	2,325,455.00	332,936.00	-	56,097,895.89
<b>Total \$</b>	<b>379,721,190.09</b>	<b>170,600,157.12</b>	<b>550,321,347.96</b>	<b>207,423,244.61</b>	<b>197,980.32</b>	<b>28,912,881.00</b>	<b>11,338,026.00</b>	<b>3,246,796.00</b>	<b>801,440,275.89</b>
Direct %	65.29%	29.33%	94.62%	88.59%	21.74%	91.96%	97.06%	100.00%	93.00%
Sub %	3.71%	1.67%	5.38%	11.41%	78.26%	8.04%	2.94%	0.00%	7.00%
<b>Total %</b>	<b>69.00%</b>	<b>31.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>
<b>Net Procurement **</b>	<b>\$</b>		<b>3,322,025,582</b>						

<b>Cox</b>	<b>2023 Annual Report</b>	<b>G.O. #156 Sec. 9.1.6</b>
<b>A List of Supplier Diversity Complaints Received and Current Status</b>		

Cox did not receive any SUPPLIER DIVERSITY complaints in 2023.

**Description of Efforts to Recruit SUPPLIER DIVERSITY Suppliers in Low Utilization Categories**

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

**Network Construction, OSPC Build**

Some of Cox's largest expenditures involve network and outside plant construction. Last year, Cox spent \$70M with diverse suppliers with a physical location in California. Cox continued co-hosting events with other industry leaders and making ourselves visible as a company actively looking to engage with suppliers in this space. We annually co-host the California Cable Symposium, where we invite diverse suppliers to learn how to do business with Cox. This year, we focused on paving the road to the future and educating suppliers on how to ready themselves as telecommunications companies look to expand.

**Professional Services /Marketing**

Cox has continued to grow opportunity within the marketing space. Cox launched the 34 by 34 campaign aiming to impact 34 million lives by 2034. Cox engaged a qualified WBE and assisted them in gaining their certification with WBENC with its certification assistance program. The WBE executed a roadshow throughout the Cox markets and grew enormous awareness around the campaign. Cox is looking to continue to grow within this area by working with AEMS and other organizations aimed at bringing visibility to diverse owned advertising and marketing firms.

**Recycling**

An important aspect of our Cox Conserves environmental conservation program is partnering with nonprofit organizations aimed at expanding opportunities for individuals with disabilities. Cox's material refurbishment center partners with Opportunity Village (Las Vegas), STARS(AZ), Eggleston (VA) to provide productive, challenging and rewarding tasks for individuals with disabilities for the benefit of the community.

**Energy Procurement**

Cox continues to purchase natural gas directly from a WBE for many of its operations nationwide. Cox utilizes the services of a VBE for the provision of fuel at several locations nationwide, including in California. Cox also continues to purchase electric energy supply from an MBE for several of its affiliate locations.

<b>Cox</b>	<b>2023 Annual Plan</b>	<b>G.O. #156 Sec. 9.1.7-9.1.11</b>
<b>Power and Fuel Procurement</b>		

Cox does not heavily recruit in power or fuel for diverse suppliers. Therefore, Cox does not have data responsive to this section.

<b>Cox</b>	<b>2023 Annual Plan</b>	<b>G.O. #156 Sec. 10.1.1</b>
<b>SUPPLIER DIVERSITY Annual SHORT, MID, AND LONG-TERM Goals by Product and Service Category</b>		

A key theme that emerged from Cox’s 2023 supplier diversity work was organizational commitment. Cox’s well-executed approach to gain organizational commitment from the top down has been the advantage in helping reach one billion dollars in Tier 1 and Tier 2 diverse spend in 2023. Focusing on and identifying roadblocks for diverse suppliers, implementing innovative solutions to improve performance results from internal boundary partners, and utilizing resources from external partnerships have been key drivers in growing this program organically and have helped to continuously improve the program, making it a model of excellence.

In 2023, Cox Enterprises held true to its organizational commitment of spending one billion dollars with diverse-owned businesses by the end of 2026, achieving its commitment three years early. Cox did this by implementing a spend growth strategy, leaning in on external and internal partnerships and focusing on key engagements.

SVP of Supply Chain George Richter has been a vital part of growing Cox’s program to what it is today. As a champion, he has worked to develop and strengthen internal and external networks by giving small and diverse firms access to capital through favorable terms, approving funds to help small and diverse firms get certified and continuing to offer free business accelerator courses through the Small Business Leadership Academy.

Cox will continue to develop suppliers by expanding our Small Business Leadership Academy as well as our Certification Assistance Program, with a long-term goal to partner with an Historically Black College or University. Cox also plans to continue to increase awareness around the Supplier Diversity program by continuing to stand up and support pillar groups within Cox markets. Cox will also continue to participate in matchmaking through events sponsored by third-party certifying agencies as well as those co-sponsored by Cox. Cox believes this will give suppliers from low utilization areas a chance to engage with sourcing representatives who have viable opportunities. Cox will continue to implement strategies to grow opportunities for diverse suppliers.

<b>Cox</b>	<b>2023 Annual 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>		

### **Recruiting & Outreach**

Cox will continue to meet with and participate in programs hosted by national and California-based supplier diversity organizations to help identify diverse suppliers that can meet Cox's procurement needs. Some of the activities Cox plans for 2024 include:

- Conducting our 13<sup>th</sup> Annual California Cable Supplier Diversity Matchmaking Expo
- Participating in the CPUC sponsored Expo and EnBanc
- Matchmaking, networking events and other sponsorships hosted by various organizations, including:
  - National Minority Supplier Development Council
  - Georgia Minority Supplier Development Council
  - Disability:IN
  - National LGBT Chamber of Commerce
  - Women's Business Enterprise National Council
  - National Veteran Business Development Council
  - California Public Utilities Commission
  - Veterans in Business
- Ethnic business chambers and minority business association-sponsored events
- Board and committee membership positions in organizations that promote diversity and diverse businesses, including National Veteran Business Development Council, National Minority Supplier Development Council, Georgia Minority Supplier Development Council, and Disability:IN
- Providing certification assistance to our vendors
- Providing scholarships to diverse businesses within Cox markets to participate in Cox's Small Business Leadership Academy program
- Providing mentoring to Small Business Leadership Academy program graduates
- Continued assessment of Cox's accepted certifications
- Continued inclusion of diverse suppliers in every Supply Chain led RFP
- Annual diverse spend goal setting and tracking

### **Diverse Supplier Development**

In 2023, Cox launched the **Connection Program**, which focused on investing in and supporting growth of diverse suppliers. The Connection Program is Cox's strategy to grow relationships with diverse suppliers by pairing them with a non-diverse mentor supplier. In 2023, Cox had two IT suppliers in the program and spent over **forty million dollars** with the diverse suppliers.

**Plans for Recruiting Supplier Diversity Suppliers for Low Utilization Areas**

Cox will continue its efforts described in section 9.1.7 to identify means for utilizing diverse suppliers for procurement categories that have had low utilization of diverse vendors.

Additionally, Cox utilizes its sponsorships at various conferences (NMSDC, NGLCC, WBENC, Disability:IN, etc) to obtain Diverse Supplier referrals. The Supplier Diversity team has set matchmaking goals for Cox Supply Chain team members to meet with each of the selected referrals to try to drive new business for these suppliers at Cox.



**Plans for Recruiting Supplier Diversity Suppliers Where Unavailable**

Through various efforts such as our scholarship, mentoring, and matchmaking programs, which Cox continues to expand each year, through our partnership with supply chain, and through our focus on key business units within Cox, our hope is not just to assist existing vendors with improving and expanding their operations, but also to attract diverse vendors in areas that currently have limited diverse supplier choice. Cox aims to continue to grow our Tier 2 program through the partnerships, coaching, and matchmaking opportunities we have developed for our Prime vendors.

**Plans for Encouraging Prime Contractors to Subcontract Supplier Diversity Suppliers**

Cox sought to establish a formalized Tier 2 program and through those efforts saw an increase in spend year-over-year. The formalization consisted of creating a Tier 2 playbook for both internal stakeholders and external suppliers, working with Supplier.io to create training materials and a demo site to train internal sourcing employees and suppliers. Cox launched a series of quarterly trainings inviting suppliers to ask questions about Cox's Tier 2 program and to get more clarity around reporting.

Cox's Supplier Diversity team has partnered with sourcing to create the Cox Connection Program. The Cox Connection Program, launched in 2023, is aimed at connecting diverse suppliers with key Cox Prime suppliers. We do this by leveraging our relationship with Prime suppliers who are working on major projects to either subcontract the work or give a diverse supplier the chance to step up as the Tier 1 supplier on parts of the project. The Prime will then act as a mentor to the diverse supplier throughout the life of the project. Cox is hoping to give both exposure and experience to diverse suppliers where they otherwise may not have had the opportunity.

In addition to continuing the initiatives from previous years, Cox will more aggressively push for compliance to Tier 2 reporting. Cox Professional Services Agreements encourages the use of Diverse subcontractors and requires the reporting of all Tier 2 spend with Prime suppliers spending more than \$500K.

**Plans for Complying with SUPPLIER DIVERSITY Program Guidelines**

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

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



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# APPENDIX A



# APPENDIX B

## Our new social goal

**34**  
MILLION BY  
**2034**

*"Our new social goal embodies how we will make our mark and bring our purpose to life in real, human, tangible ways. We want to do our part to ensure that all people we have the ability to reach can enjoy prosperous and fulfilling lives."*



• BOB JIMENEZ,  
SENIOR VICE PRESIDENT  
OF CORPORATE AFFAIRS

### Empower 34 million people to live more prosperous lives by 2034

**Cox believes in a world where no barrier – environmental or manmade – should ever hold anyone back from greatness.** Developed in partnership with consulting firm EY, our new goal focuses on social issues our businesses are strategically positioned to solve and aligns with our purpose. Our 34 million target embodies our unified commitment to employees and communities, and guides our inclusion, diversity and equity strategy, talent practices, responsible supply chain and community strategy centered on STEAM and the environment.

The World Economic Forum defines prosperity as an ambition to ensure that all human beings can enjoy prosperous and fulfilling lives, and that economic, social and technological progress occurs in harmony with nature. Helping to break down barriers and increase prosperity for our stakeholders will result in:

- Empowered employees
- A strong pipeline of top talent seeking opportunities at Cox
- A growing and loyal consumer base
- Stable, successful operating environments
- Greater trust between customers and stakeholders
- A more inclusive environment for all



Kids from the Boys & Girls Clubs of Greater Scottsdale McKee Branch and the Phoenix Community Relations Team (RJ Muller, Suzee Smith-Everhard, Roxanne Wingate and Astrid Valencia) enjoy the grand opening of the Cox Innovation Lab.

