

2014 Diversity Procurement Report and 2015 Plan of
Cox Communications California, LLC and Cox California Telcom, LLC

*Submitted to Members of the
California Assembly Utilities and Commerce Committee, the
California Senate Energy, Utilities and Communications
Committee and the
California Public Utilities Commission*

Connecting you
to the power of
diversity



Cox Communications, Inc. (“Cox”) provides cable, high-speed Internet, wireline telephone and home security and automation services in California and 18 other states. In California, services are provided by its subsidiaries Cox Communications California, LLC, a cable corporation that provides video and high-speed Internet services, Cox California Telcom, LLC, a California Public Utilities Commission-regulated telephone corporation providing voice and transport services, and Cox Advanced Services California, LLC, a home alarm and automation provider. The Cox companies provide service to residential and business customers located in portions of Santa Barbara, Los Angeles, Orange, San Diego and Ventura counties.

In 2011, Governor Brown signed into law Assembly Bill 1386, amending California Public Utilities Code section 8283, which addresses women, minority and disabled veteran owned business enterprise procurement. Section 8283(f)(2) encourages video providers, including cable corporations, to adopt procurement practices aimed at increasing women, minority and disabled veteran business enterprise procurement, and to voluntarily file reports of such activity with the Legislature on an annual basis.

This report provides information about Cox’s national and California procurement activities. Reported procurement represents Cox’s spend nationwide.

¹Cox California Telcom, LLC is a public utility and subject to California Public Utilities Commission General Order 156, *Rules Governing the Development of Programs to Increase Participation of Women, Minority, and Disabled Veteran Business Enterprises in Procurement of Contracts from Utilities as Required by Public Utilities Code Sections 8281-8286 (“GO 156”)*. Cox California Telcom, LLC does not have any GO 156 reportable procurement activities.



Last year, Cox spent three hundred and fifty-eight million dollars (\$358M) with diverse vendors. This number represents a \$153M increase in diverse spend over 2013. We are excited about this growth in our diverse spend and looking forward to increasing it in the future.

Early last year, we discovered a reporting error that led us to believe that our Supplier Diversity program was more successful than it actually was. At Cox, we are committed to diversity across our entire business, so this was an opportunity for us to reevaluate our process and change the way we track and monitor our vendor's certification status. As a result, we worked to educate potential diverse suppliers on existing certification processes and focused on building relationships with associations that help us identify qualified, diverse suppliers.

Our partners in supplier diversity include the National Gay and Lesbian Chamber of Commerce (NGLCC), the National Minority Supplier Diversity Council (NSMDC) and the Women's Business Enterprise National Council (WBENC).

As we look toward the future, we will focus on finding more opportunities for LGBT, veteran and people with disabilities owned businesses. Partners like the US Business Leadership Network (USBLN), a national nonprofit that aims to increase business performance by leveraging disability inclusion in the workplace, supply chain and marketplace, will help guide us in this work.

In working with our diverse vendors this year, we recognized that the competing priorities that come with running a business may make it difficult to renew their certification in a timely manner. To help maintain a certified vendor roster, we are adopting proactive efforts to assist existing vendors with the certification process. In February, we launched a Certificate Management System that will identify existing diverse vendors whose certification will soon expire. We will be reaching out to vendors with upcoming expirations and offer support as needed to complete the renewal.

Cox's national certified diverse spend for 2014 is 15.7% of our overall discretionary spend. We look forward to growing our diverse support in the future through meaningful partnerships and investments that help us increase opportunities for diverse suppliers.

Thank you,

George Richter
Sr. Vice President, Supply Chain Management
Cox Communications



Table of Contents

	<i>Page</i>
Supplier Diversity Activities in 2014	5
<i>Internal Program Activities</i>	
-Cox Diversity Councils	5
-Supply Chain Management	5
-Supplier Certification	6
-Enhanced Reporting and Analytics	6
-Requests for Proposal	6
-Tier II Program	6
-Employee Communication	7
-Employee Education and Awareness	7
<i>External Program Activities</i>	
-California Cable Supplier Diversity Matchmaking Fair	8
-Building Our Vendor Pipeline	8
-Supplier Certification Renewal	8
-Diversity Organizations and Business Councils	9
-Additional Outreach Activities	9
-Industry Diversity Partnerships	10
-Board Membership and Committee Participation	10
-National Diversity Partnerships	10
-Awards and Recognition	11
-Supplier Diversity Website	12
Cox Supplier Diversity Progress in 2014	13
Cox Supplier Diversity 2015 Goals	13
Encouraging Entry Where There Has Been Low Utilization	14
-Legal Services	14
-Telecommunications and Network Equipment	14
-Conservation	15
Supplier Diversity Activities Planned for 2015	16



Cox's Supplier Diversity Activities in 2014

INTERNAL PROGRAM ACTIVITIES

Cox Diversity Councils

Cox's California Diversity Council supports Cox's diversity objectives throughout the state. Modeled after the Executive Diversity Council at our Atlanta corporate headquarters, the California and other Cox local Diversity Councils are based in our service territories across the nation and charged with expanding our diversity efforts in terms of employment, products and services, community and purchasing.

The Diversity Councils are comprised of a cross-functional group of volunteer employees, and take a proactive approach to focus and increase Cox's reach by identifying and aligning with the make-up of the communities we serve.

Our California Diversity Council has a Supplier Diversity subcommittee under the joint sponsorship and guidance of our Vice President of Cox Business and Executive Director of Revenue Assurance.



Our California Senior Director of State Regulatory Affairs also provides support to the group as its Resource Leader. Cox's local Supplier Diversity subcommittees work with Cox's corporate Supply Chain Management department to help increase Cox's use of diverse suppliers by:

- ❖ Identifying diverse supplier resources;
- ❖ Helping match local needs with available diverse suppliers;
- ❖ Participating in internal and external outreach activities;
- ❖ Creating employee awareness of the benefits of using diverse suppliers, thereby helping to maintain Cox's diversity-supportive culture.

Supply Chain Management

Cox's supplier diversity program is managed by members of our corporate Supply Chain team, who are held accountable to Cox's supplier diversity goals through their individual goals and compensation. This staff directs most of Cox's sourcing efforts nationwide, and provides support to Cox's local operations and purchasing managers by assisting them with identifying, negotiating with, and utilizing suppliers, including diverse suppliers.

In 2014, the efforts of Cox's California Supplier Diversity subcommittee resulted in a \$910K increase in Cox's spend with diverse suppliers and use of 4 new diverse vendors in California.

California Supplier Diversity Subcommittee and Supply Chain Management 2014 Activities

In 2014, Cox's California Supplier Diversity subcommittee and Supply Chain Management team focused on the following internal activities:

- ***Enhanced Data Integrity and Improved Reporting;***
- ***Secured Tier II Commitments from Several Prime Vendors;***
- ***Launched a National Vendor Certification Renewal Campaign***
- ***Ongoing Employee Education Efforts and Support in Identifying Diverse Vendors to Meet Procurement Needs.***



Cox's Supplier Diversity Activities in 2014

INTERNAL PROGRAM ACTIVITIES

Supplier Certification

Cox tracks its direct spend with Minority –owned (“MBE”), Women-owned (“WBE”), Veteran-owned, including Disabled-Veteran- owned (“VBE”) and Lesbian Gay Bi-sexual or Transgender –owned (“LGBT”) business entities. Our program is designed to only recognize spend with diverse suppliers that have certified their status through organizations such as the National Minority Supplier Development Council (“NMSDC”), Women’s Business Enterprise National Council (“WBEC”), and the National Gay & Lesbian Chamber of Commerce (“NGLCC”); and government-sponsored agencies such as the California Supplier Diversity Clearinghouse and the US Department of Veteran’s Affairs.

In 2014, Cox identified and contacted its vendors whose certification had lapsed. Through these efforts, 11% of these vendors renewed their certifications. In order to ensure Cox’s records remain up-to-date, we are preparing to launch a vendor management system which will identify all vendors whose certifications have or soon will lapse so that Cox Supply Chain representatives can work with such vendors to obtain current diverse certifications.

Cox secured Tier II commitments from two internationally-known, telecommunications equipment manufacturers, valued at 10-13% of their multi-million dollar contracts.

Enhanced Reporting and Analysis

In 2013 Cox committed half-a-million dollars over a three year period for improving its supplier databases and reporting, in order to obtain better analytics about its spend and procurement needs. With better information, Cox can be more strategic in identifying short and long-term diversity spend needs, areas with low or no spend with diverse suppliers, and progress towards our annual goal.

Due to the data integrity issues we discovered in early 2014, much of the work that Cox performed last year focused on bringing as much of our data tracking and reporting in-house to make us as self-reliant as possible. To this end, we are currently developing systems and databases that will enable us to:

- ❖ Better identify certified vendors that are registered in our supplier database;
- ❖ Track and analyze discretionary and diverse spend; and
- ❖ Track the certification status of all our diverse vendors.

These efforts will result in having more robust and reliable data and overall improvement of our Supplier Diversity program.

Requests for Proposal

Cox issues Requests for Proposal (“RFP”) for multiple goods and services. We utilize several measures as part of the RFP evaluation process, which help to identify and increase utilization of diverse suppliers. RFPs include information about Cox’s policy of using diverse suppliers. Companies responding to RFPs are able to include information about their diversity status, which is validated during our review period. Additional points are awarded during supplier evaluations to diverse suppliers and to primary suppliers with Tier II commitments.

Tier II Program

Recognizing that a robust Tier II program is one of the best ways of ensuring that as many companies as possible provide economically disadvantaged and diverse suppliers with scalable business opportunities, Cox has been expanding its Tier II program over the past few years in both the number of vendors that have Tier II commitments and the manner by which Cox manages its Tier II program.



Cox's Supplier Diversity Activities in 2014

INTERNAL PROGRAM ACTIVITIES

Tier II Program (cont'd)

Cox's Tier II strategy is multi-faceted. It is reflected in our vendor agreements of at least \$500K, which explicitly endorse our policy of the vendor using economically disadvantaged and diverse suppliers for work related to the products or services under contract.

Based on a threshold amount of spend and the type of service provided, vendors contractually commit to meet a specific percentage of Tier II spend. Under Cox's Tier II policy, a vendor may be required to use reasonable efforts to direct as much as 20% of its total spend related to its agreement with us to economically disadvantaged and diverse suppliers.

To help ensure vendors meet their Tier II commitments, Cox requires some vendors submit a plan that details how the vendor will meet or exceed its Tier II commitment. Vendors also are required to report their progress to Cox on a quarterly basis using an online tool that we created.

Additionally, during quarterly business meetings, Cox reviews the vendors' progress toward meeting Tier II commitments and provides coaching and assistance to the vendor when necessary for improvement.

In 2014, Cox received Tier II commitments from 2 large telecommunications equipment manufacturers, to spend at least 10% of their multi-million dollar contracts with diverse vendors.

Employee Communication

Cox recognizes the importance of providing ongoing communications to employees about the company's supplier diversity program. This is the best way to keep employees informed of our progress and to ensure they understand company expectations. Cox's Supply Chain Management team holds regularly scheduled calls with local Supplier Diversity sub-committee members to discuss spend activities and our status in meeting our goals. Report cards also are provided to ensure relevant employees stay informed. These efforts are reinforced by the work of the local Diversity Councils and Supplier Diversity subcommittees. Additionally, senior leaders are provided quarterly updates of progress toward annual goals of the Supplier Diversity program.



Employee Education and Awareness

In order to build awareness of our supplier diversity program, and maximize the use of diverse suppliers, Cox's local Supplier Diversity subcommittee representatives meet with Cox's business groups to build awareness and identify opportunities. These meetings provide Supplier Diversity subcommittee representatives an opportunity to highlight specific diverse suppliers, provide assistance in identifying diverse suppliers, and reinforce the benefits of having a successful program. During these meetings, business groups are able to identify current and upcoming purchasing needs, so that subcommittee representatives can help locate qualified diverse vendors.

In the coming year Cox Supply Chain team and the Supplier Diversity sub-committees will be revising Cox's internal employee education and awareness program to better provide employees with an understanding of our program and the importance of utilizing diverse vendors.



Cox's Supplier Diversity Activities in 2014

EXTERNAL PROGRAM ACTIVITIES

California Cable Supplier Diversity Matchmaking Fair

For the fourth year in a row, Cox, jointly with Comcast, Time Warner and Charter, hosted the Annual California Cable-Telecommunications Supplier Diversity Matchmaking Fair and Expo, which was held in Carlsbad, in southern California. The event, entitled *Connecting Communities We Serve with Business Opportunities*, provided diverse vendors introductions to procurement managers of the four largest cable-telecommunications companies in California (and the country).

Representatives from key diversity organizations, including the Walter Kaitz Foundation, WBEC West, Elite SDVOB, Pacific Southwest Minority Supplier Development Council and the Council for Supplier Diversity also were on-hand to answer questions about certification, support and opportunities.

Building Our Vendor Pipeline

Cox focused a good deal of time developing a supplier pipeline through our memberships with the NGLCC, NMSDC and WBENC. Each quarter, a member of Cox's Supply Chain Management staff met with these organizations to identify certified, diverse vendors for upcoming RFPs and other procurement opportunities. Through the website www.vetbiz.gov Cox identified relevant VBE and SDVBEs. These efforts will continue in 2015, and Cox will begin working with US Business Leadership Network ("USBLN"), an organization that certifies people with disabilities-owned business entities ("DOBE").



Supplier Certification Renewal

Cox embarked on a campaign to identify and contact vendors whose certifications had lapsed, and lend support if needed to renew certification. Through these efforts, 11% of the vendors renewed their certifications and are again participating in Cox's Supplier Diversity program.

Working with NGLCC, Cox identified and will begin using 3 new LGBTBE staffing firms.

California Supplier Diversity Subcommittee and Supply Chain Management 2014 Activities

In 2014, Cox's California Supplier Diversity subcommittee and Supply Chain Management team participated in the following events:

- **California Cable-Telecommunications Supplier Diversity Fair & Expo;**
- **The Council for Supplier Diversity Category Sourcing Exchanges;**
- **The Council for Supplier Diversity Annual Awards;**
- **Elite SDVOB Monthly Chapter Meeting;**
- **NGLCC International Business and Leadership Conference;**
- **NMSDC Chapter Event "How to do Business with Cox Communications";**
- **NMSDC Chapter Program Managers Conference;**
- **NMSDC Chapter Annual Awards;**
- **Women's Business Enterprise Council ("WBEC") West Corporate Connection;**
- **WBENC National Conference.**



Cox's Supplier Diversity Activities in 2014

EXTERNAL PROGRAM ACTIVITIES

Diversity Organizations and Business Councils

Cox actively participates and holds leadership positions in many organizations that support, develop and promote diversity, including diverse suppliers. Through our memberships, we have numerous opportunities to meet potential diverse suppliers and provide advice to potential vendors on conducting business with Cox.

Although Cox participates in organizations and business councils that focus on promoting diversity throughout our national footprint, the following list is representative of our California and corporate-level participation:

- National Minority Supplier Development Council (NMSDC)
- National Gay & Lesbian Chamber of Commerce ("NGLCC")
- National Hispanic Chamber of Commerce
- Women's Business Enterprise Council ("WBENC")
- Greater Women's Business Council ("GWEC")
- Women's Business Enterprise Council ("WBEC") West
- Council for Supplier Diversity
- Chicano Federation of San Diego
- MANA de San Diego
- Empowered Girl Alliance/Women Worldwide West Coast
- Women's Resource Center
- San Diego Asian Film Foundation
- Santa Barbara Hispanic Chamber of Commerce
- Santa Barbara Women's Festival
- Filipino American Chamber of Commerce of Orange County
- Orange County Hispanic Chamber of Commerce

Additional Outreach Activities

Cox participates in many events that provide opportunities for us to meet diverse suppliers. Additionally, we sponsor events that bring recognition to organizations and suppliers making great strides in supplier diversity programs. In 2014, we participated in or hosted the following events:

- *NGLCC International Business and Leadership Conference;*
- *NMSDC Chapter Event "How to do Business with Cox Communications";*
- *NMSDC Chapter Program Managers Conference;*
- *NMSDC Chapter Annual Awards;*
- *WBENC National Conference;*
- *California Cable-Telecommunications Supplier Diversity Fair & Expo;*
- *The Council for Supplier Diversity Category Sourcing Exchanges;*
- *The Council for Supplier Diversity Annual Awards;*
- *Elite SDVOB Monthly Chapter Meeting;*
- *Women's Business Enterprise Council ("WBEC") West Corporate Connection.*



Cox's Supplier Diversity Activities in 2014

EXTERNAL PROGRAM ACTIVITIES

Industry Diversity Partnerships

Cox is also a proud sponsor of cable and telecommunications industry organizations, which benefit minorities and advocate diversity and development, and in which our employees invest countless volunteer hours:

- National Association for Multi-Ethnicity in Communications (NAMIC)
- Women in Cable Telecommunications (WICT)
- The Walter Kaitz Foundation
- Emma L. Bowen Foundation for Minority Interests in Media

Board Membership and Committee Participation in Diversity Organizations

Cox senior leaders and executives hold board and committee positions in many of the organizations that we support. A sample of Cox's board and committee participation includes the following:

- Board member, regional NMSDC
- Board member, San Diego LGBT Community Center
- Board member, Mexican American Business & Professional Association
- Board member, NAMIC, Southern California Chapter and National
- Board member, WICT, Southern California Chapter
- Board member, San Diego Asian Business Association
- Board member, Chinese Consolidated Benevolent Association
- Board member, National Association of Asian American Professionals
- Board member, Mexican American Business Professionals Association

National Diversity Partnerships

Cox has forged partnerships with major national diversity organizations. In addition to providing cash and in-kind support to these organizations, we engage in many local partnership opportunities with these organizations in support of our business and social responsibility goals:

- **National Urban League:** the nation's largest community-based movement devoted to empowering African Americans to enter the economic and social mainstream;
- **Human Rights Campaign:** the nation's largest civil rights organization working to achieve lesbian, gay, bi-sexual and transgender equality;
- **League of United Latin American Citizens (LULAC):** the nation's largest and oldest civil rights volunteer-based organization that empowers Hispanic Americans and builds strong Latino communities. With 900 councils around the United States and Puerto Rico, LULAC's programs, services and advocacy address the most important issues for Latinos, meeting critical needs of today and the future.
- **100 Black Men of America:** committed to the intellectual development of youth and the economic empowerment of the African American community based on the following precepts: respect for family, spirituality, justice, and integrity.
- **US Business Leadership Network (USBLN):** the national organization that helps businesses drive performance by leveraging disability inclusion in the workplace, supply chain and marketplace



Cox's Supplier Diversity Activities in 2014

EXTERNAL PROGRAM ACTIVITIES

Awards and Recognition

Cox has been fortunate to receive numerous awards and recognition for our commitment to diversity. These include:

Supplier Diversity Organizations

- Georgia Chapter, NMSDC, Buyer of the Year, 2013, 2014
- San Diego Supplier Development Council, Advocate of the Year, 2012
- San Diego Supplier Development Council, Achievement Award, 2012

DiversityInc

- DiversityInc Top 50 Companies for Diversity® – eight consecutive years with distinction among the Top 25 companies, 2006-2014
- Cox ranked in the top 10 of DiversityInc's list of Top 10 Companies for African-American from 2006-2008 and 2011-2013
- Cox ranked in top 10 of DiversityInc's list of Top 10 Companies for Supplier Diversity from 2010-2011
- In 2009, Cox received a special award from DiversityInc as a Top Company for Talent Pipeline; Cox was one of only seven companies honored for our consistent leadership in diversity initiatives
- Cox received DiversityInc's 2013 Top Company for Community Philanthropy award



The Walter Kaitz Foundation

- Cox was recognized with the 2012 Diversity Champion Award by The Walter Kaitz Foundation, an organization which advocates for diversity in the cable telecommunications industry

HRC

- Cox Received the Human Rights Campaign Foundation Top Rating (100%) for Corporate Equality Index from 2009-2011

NAMIC

- Cox was designated as a 2013 Top Company for People of Color, based on the findings of the NAMIC/WICT Cable Telecommunications Workforce Diversity Survey

Black EOE Journal

- Cox named on the "Best of the Best" list in the summer 2013 issue for strides made in diversity efforts

Professional Women's Magazine

- Recognized in the fall 2013 "Best of the Best" Issue as a Top Diversity Employer



CableFAX

- Five Cox Executives were named "Most Influential Minorities" in 2013
- The cover of CableFAX Magazine's "Most Powerful Women in Cable 2013" issue featured five of Cox's leaders

WICT

- Cox has been recognized as Best Operator for Women in Cable from 2003-2014, by Women in Cable Telecommunications

San Diego Committee on Employment of People With Disabilities

- Recognition for unending commitment to serve and assist people with disabilities in the State of California, 2013

The Minority Corporate Counsel Association (MCCA)

- Employer of Choice, for diversity initiatives and inclusive policies of Cox's corporate legal department, 2005

Hispanic Network Magazine

- Best of the Best Top Diversity Employers, 2014



Cox's Supplier Diversity Activities in 2014

EXTERNAL PROGRAM ACTIVITIES

Supplier Diversity Website

Cox's supplier diversity website (<http://bit.ly/13gsl40>) provides a venue for suppliers to connect with all Cox companies that may need their services. Suppliers may register to do business with us via our supplier diversity web portal.



Meeting the needs of our diverse customer base requires collaboration with diverse suppliers. What's more, a diverse supplier base provides us with a clearer understanding of our customers while providing economic growth in the communities we serve.

Cox Supplier Diversity Progress in 2014



The following reflects direct purchases nationwide (including California) from Minority Business Enterprises (“MBE”), Women-owned businesses (“WBE”), Veteran (“VBE”), Disabled Veteran-owned businesses (“DVBE”) and Lesbian Gay Bisexual or Transgender (“LGBT”)-owned businesses; as well as the Tier II spend of our reporting suppliers.

Direct and Tier II Spend

Procurement	2014
MBE	\$232,126,260
WBE	\$65,262,164
VBE	\$1,410,046
DVBE	\$284,302
LGBT	\$0
Tier II	\$59,269,635
Total Diverse Spend	\$358,352,407
Total Discretionary Spend	\$2,279,789,329
% of Spend	15.7%

Breakout of Cox Direct MBE Spend

MBE	2014
Asian Pacific American	\$36,422,199
African American	\$118,632,036
Hispanic	\$28,501,570
Native American	\$10,886,372
N/A	\$37,684,083
TOTAL MBE	\$232,126,260

Cox Supplier Diversity 2015 Goals

Cox has worked diligently to put in place the tools and resources that will enable it to increase opportunities available to diverse suppliers. We continue to challenge ourselves to increase our use of diverse suppliers and have established a target of making at least 18.4% of our discretionary purchases with diverse suppliers in 2015, which would be almost 15% growth in our program.



Cox's Supplier Diversity Activities in 2014

Encouraging Entry Where There Has Been Low Utilization

Cox recognizes that certain fields have been harder for women, minorities, veterans and LGBT people to break into and has tried to focus on procurement categories where it and other companies have low spend with diverse suppliers.

Legal Services

Since 2005, Cox has used the legal services of a California-based, certified, WBE law firm almost exclusively for representation before the CPUC and advice on California regulatory matters. In 2012, Cox's Nevada affiliate began using this same firm for its regulatory needs.

Cox supports the National Association of Women and Minority Owned Law Firms' commitment to spend at least 5% of all legal fees with minority and women-owned law firms and legal services. Additionally, Cox has a policy of working with law firms that employ diverse lawyers and paralegals.

Telecommunications and Network Equipment

Cox's telecommunications and network equipment represent some of our largest expenditures. Although this has been an area where we historically have focused on Tier II efforts, for the past 2 years we have used the services of a minority-owned logistics company from which we could make direct equipment purchases. In 2014, we expanded upon this by entering into an agreement with a second minority-owned equipment logistics company.

These arrangements greatly benefit Cox by creating a consistent experience for ordering, packaging and delivery of equipment to Cox operations and customers nationwide; while providing new and, importantly, direct opportunities to diverse vendors.

We strive to create opportunities in areas that historically have had few, if any, diverse suppliers:

- *Legal Services*
- *Telecommunications Equipment*
- *Energy Procurement*
- *Recycling*



Cox's Supplier Diversity Activities in 2014

Encouraging Entry Where There Has Been Low Utilization

Conservation

Two important aspects of our Cox Conserves environmental conservation program are using alternative fuels for our energy consumption and recycling. Similar to our business needs, Cox utilizes diverse vendors to support our environmental efforts.

-Energy Procurement

Cox and its affiliates use fuel cells to power operations in five separate facilities in California. We utilize the services of a WBE to manage all of the scheduling of the natural and biogas needs for these fuel cells. Additionally, Cox purchases natural gas directly from a WBE for many of its operations nationwide.

In 2014, Cox finalized an agreement with a VBE for the provision of fuel at several locations nationwide and we hope to begin utilizing this vendor in California in 2015.

Cox purchases energy from a deregulated MBE for several of its affiliate locations. This unfortunately is not an option for our California operations due to current California-imposed limits on the amount of energy that can be procured from retail providers

-Recycling

Cox will be increasing its use this coming year of a MBE that recycles some of the equipment that supports our voice, video and Internet services. Additionally, some of our affiliates, within and outside of California, are now partnering with a WBE metals recycling company.





Supplier Diversity Activities Planned for 2015

Vendor Certification Initiatives

Cox will be launching an internal Certification Management System, which will house the diverse status of vendors participating in our Supplier Diversity program. It also will identify vendors whose certification is due to expire, so that Cox Supply Chain representatives can proactively work with these vendors to secure certification renewals in a timely manner.

Diverse Supplier Pipeline

Cox is expanding its Supplier Diversity program to include people with disabilities-owned businesses entities (“DOBE”) and has begun partnering with the US Business Leadership Network (“USBLN”), a national nonprofit that promotes disability inclusion in the workplace, supply chain and marketplace. Similar to our efforts with NGLCC, NMSDC and WBENC, Cox Supply Chain representatives will meet with USBLN on a quarterly basis to help identify DOBEs to meet Cox’s procurement needs.

Enhance Existing Reporting Capabilities

Cox is continuing its work to enhance its internal reporting and analytics. In the coming year, Cox will do additional development on the data enrichment functions of our databases, which is the process of identifying and validating vendor certification status of all vendors that do business with Cox.

Cox also will continue outreach and awareness campaigns with the following activities in 2015:

- Regional and National matchmaking and networking events sponsored by organizations such as NMSDC, WBENC, NGLCC, USBLN and the Walter Kaitz Foundation;
- Business chamber and minority business association-sponsored diversity events;
- Partner with other cable companies to develop opportunities for diverse vendors in our industry, share best practices and sponsor networking events;
- Board and committee membership positions in organizations that promote diversity and diverse businesses;
- Work with additional prime contractors doing business with Cox on Tier II commitments
- Revamp internal materials used to educate employees about Cox’s Supplier Diversity program;
- Develop education materials for prime contractors to encourage their use of diverse suppliers;
- Train designated employees in our headquarters and regional offices on using the NGLCC, VetBiz.com and other associations’ vendor databases, to allow them to more easily identify diverse vendors.

