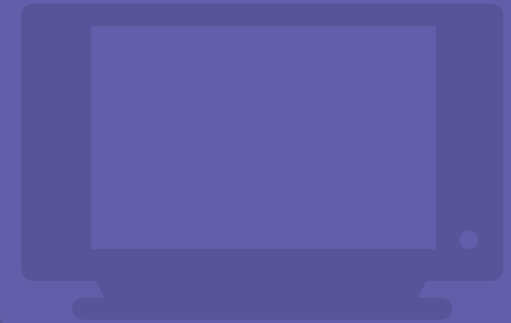




# COMCAST

2015 Supplier Diversity  
Annual Report &  
2016 Annual Plan



COMCAST  
2015 SUPPLIER DIVERSITY ANNUAL REPORT  
& 2016 ANNUAL PLAN

ORDER INSTITUTING RULEMAKING INTO THE IMPLEMENTATION OF  
PUBLIC UTILITIES CODE SECTIONS 8281-8286 RELATING TO WOMEN, MINORITY AND  
DISABLED VETERAN BUSINESS ENTERPRISES

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Comcast's California commitment to supplier diversity success is stronger than ever. Our primary focus in 2015 was to regain our leadership role in Supplier Diversity in California. We experienced substantial growth in certain areas and encountered challenges in other areas. Even with the challenges, Comcast California achieved 14.6 percent in Supplier Diversity Spend.

The challenges faced were the loss of our largest diverse vendor in late 2014 that continued to impact us in 2015. In addition, our business continues to evolve rapidly, and responsibility for supplier decisions often fluctuates between our local, regional and national teams so we can continue to stay ahead of the competition.

Regardless of the challenges, we stayed focused and experienced growth in key areas:

- Primers overall Diverse Tier II doubled in spend from 2014 to 2015—from \$2.5 million to \$5.9 million;
- A 100 percent increase of spend with Veterans from 2014;
- Spend increase with African American Women in 2015; and
- Increase in diverse vendors in our database.

In 2016, we will focus on increasing our Supplier Diversity spend and economic impact. Our plan of action for growth is two-fold: Comcast California will develop pathways at the Division and Corporate level and focus on recovering from the loss of our largest vendor partnership by organically growing a few diverse vendors to help replace the loss.

We will expand our outreach efforts this year to include the LGBT community and report LGBT vendors in accordance with GO-156 guidelines in 2016.

Our team remains laser-focused on its approach to streamline, sustain and provide a successful experience for diverse vendors when working with Comcast.

Together, we can continue to grow and strengthen California businesses and communities.

In partnership,

Henry 'Hank' Fore

**F**or the sixth consecutive year of voluntary reporting, the Comcast California Supplier Diversity Program continues to expand in certain areas and experience challenges due to the loss of its largest diverse vendor.

Since the beginning of our voluntary reporting, Comcast California continues to focus on achieving the spirit of GO-156. Towards that end, in 2016 we will focus our efforts to achieve the GO-156 goals again in the years to come.

Comcast California continues to refine the supplier diversity program annually to identify more opportunities for diverse vendors. Starting in 2014, Comcast California identified the importance of enhancing its Diverse Tier II vendor program, which has resulted in close to a 50 percent increase spend with diverse vendors this year within the Region.

Comcast California's commitment and focus remains on three pillars: outreach, vendor certification, and expanding Tier II opportunities.

## **Outreach**

Comcast California remains dedicated to expanding its outreach by hosting its own match-making events based on company specific needs, and attending more match-making and business networking events throughout the state. Starting in 2016, Comcast California Supplier Diversity will begin increasing outreach to LGBT vendors and track LGBT vendor spend per the recent changes to California's General Order 156.

In 2015, Comcast partnered with other cable companies to host the 5th Annual California Cable Industry Supplier Diversity

Fair in Southern California. The event has been successful by connecting diverse vendors to valuable contacts, details and future procurement opportunities.

Finally, Comcast will host webinars to reach more diverse vendors who are not able to attend events, but are eager to learn about doing business with Comcast.

## **Vendor Certification**

Comcast California is committed to educating and encouraging diverse vendors about the benefits of the CPUC Clearinghouse certification and as a result of these efforts several vendors are at various stages of the certification process. In 2015, we added nine (9) CPUC vendors to our procurement vendor list.

Building on the foundation established, Comcast continues to grow the Capacity Building and Technical Assistance Program for diverse suppliers. Comcast is exploring new approaches to build our diverse supplier base by offering classes and other opportunities to enhance the businesses' skills and growth. 2016 will offer diverse vendors a unique opportunity as we sponsor a select group to participate in sponsored events.

## **Expanding Tier II (Sub-Contracting)**

In 2015, Comcast California expanded Tier II to create more business opportunities for diverse construction vendors, our highest procurement spend category. Comcast assists prime vendors in identifying and hiring diverse sub-contractors throughout our footprint. We also identify diverse Tier II vendors who are potential candidates for becoming prime construction contractors.



35+ YEARS

CHAMPIONING SUPPLIER DIVERSITY

[www.supplierdiversity.com](http://www.supplierdiversity.com)

## Where Procurement Decisions Are Made

**COMCAST  
CORPORATE**

**COMCAST  
WEST  
DIVISION**

**COMCAST  
CALIFORNIA**

**Products  
& Services**

**35%**

**Programming**

**65%**

## Comcast Cable Procurement

Chart above left is only a representation and not proportional to procurement decisions.



Comcast California's Supplier Diversity Program provides every qualified business, regardless of its ownership, an opportunity to compete for business with our company. The program aims to encourage, expand and enhance participation by Women Minority Disabled Veteran Business Enterprise (WMDVBE) in our supply chain.

A key success factor for the Comcast California Supplier Diversity Program is active partnerships with organizations that support vendor inclusion. Throughout the year, we collaborate with partner organizations to increase economic capacity for organizations and owners representing diverse communities.

## COMCAST CABLE PROCUREMENT

### Examples of Products & Services

- Vehicles
- Plant & System Improvements
- Building & Land
- Marketing
- Business Support Services

## WHERE PROCUREMENT DECISIONS ARE MADE

As illustrated by the chart, Comcast Cable company-wide decisions are made at headquarters in Philadelphia. Divisional decisions are made at Comcast Cable's West Division in Denver. Comcast California is a Region within the West Division. The majority of procurement decisions are made at either corporate headquarters or Division.

Comcast procurement is focused in products, services and programming. As shown in the procurement chart, products and services represent approximately 35 percent of Comcast purchases in California.

“Working with Comcast is a dream come true. As a loyal Comcast client, I always dreamed of providing safety services, training and supplies to Comcast. In 2012, I met Timothy Evans who became a champion and advocate for my company. In 2013, we had the honor of being invited to the California Cable Industry Supplier Diversity Fair by Mr. Evans where he introduced us to Mr. Higa, Health & Safety Manager. Mr. Higa and I had a fruitful conversation regarding our CPR First Aid training and potentially disaster preparedness supplies. In 2015, I was overjoyed when Mr. Higa informed me that my company, ICE Safety Solutions, was hired to provide CPR First Aid and Automated External Defibrillator training to over 100+ Comcast staff ranging from Sacramento, Livermore and San Jose territories. The experience has validated my 3 P’s: Be Patient, Always Persevere, and honor People like Michael Higa and Timothy Evans for championing women and minority-owned suppliers.”

*Pamela Isom  
President & CEO  
ICE Safety Solutions*



The Comcast California Supplier Diversity Program continues to create sustainable relationships with, and economic opportunities for, diverse vendors. In 2015, Comcast California made significant progress on its supplier diversity initiatives.

## INTERNAL ACTIVITIES

- Produced and presented monthly supplier diversity reports to our Senior Leadership Team which resulted in expediting decisions.
- Expanded interaction between departments to identify opportunities for more diverse vendors. The main focus is to engage diverse vendors after attending matchmaking and networking events by getting information to internal decision makers immediately with result for more business opportunities.
- Explored additional opportunities for increased diverse spend by analyzing non-standard procurement purchasing, e.g., purchase cards (P-Cards) and direct check payment.
- Distributed quarterly Supplier Diversity articles to Comcast California Region employees.
- Forwarded Tier II leads to Prime Vendors.

“As owner of Customized Performance, I know Comcast is the real deal when it comes to diversity. Timothy Evans and Mark Spencer exemplify Comcast’s commitment to hiring diverse companies, and it is through their perseverance that Customized Performance was able to make a lasting relationship with Comcast. A few years ago, I met Timothy at a Comcast event for diverse businesses and we discussed my company becoming a vendor for Comcast. Within months, I was introduced to Mark, Facilities Manager for Comcast California, which resulted in Customized Performance being hired to provide customized cleaning for health and production for Comcast employees.”

*Norberto Velez  
President, CBSE  
Customized Performance, Inc.*



## EXTERNAL ACTIVITIES

Comcast California's 2015 Supplier Diversity Program educates, engages, and encourages increased participation by WMDVBE businesses. Comcast California continues to participate in various activities to enhance supplier diversity efforts across the state with involvement in: outreach, memberships, event support, supplier mentorship, certification, workshops (with suppliers and Comcast decision makers), recognition, communications, other targeted external efforts, and development for existing and potential suppliers.

## KEY HIGHLIGHTS

Comcast California's 2015 outreach efforts to diverse vendors included:

- Serving as an active member of the California Utilities Diversity Council (CUDC).
- Having executives serve as board and advisory members of numerous ethnic chambers of commerce throughout our Northern California footprint.
- Partnering with Charter, Cox, and Time Warner Cable to host the 5th Annual California Cable Supplier Diversity Fair, connecting more than 85 vendors in attendance with potential procurement opportunities at Comcast and other large cable providers.
- Participating in over 50 outreach activities, including:
  - Supporting the Western Region Minority Supplier Development Council.
  - Attending the local Astra Women's Business Alliance's Annual Women's Matchmaking event in San Ramon, California.
  - Active member of the Elite Service Disabled Veteran Owned Business Network of San Jose.
  - Participating on several panels informing diverse businesses on "How to do Business with Comcast" and other Supplier Diversity best practices.
  - Supporting the National Gay and Lesbian Chamber of Commerce (NGLCC) by attending their National Convention in Florida.
  - Engaging in planning and participation with local NGLCC Bay Area Chapter.

**A. MEMBERSHIP**

- a. California Utilities Diversity Council (CUDC)
- b. National Minority Supplier Development Council (NMSDC)
- c. Women's Business Enterprise National Council (WBENC)
- d. Western Region Minority Supplier Development Council (WRMSDC, formerly NCMSDC)
- e. Astra Women's Business Alliance (Northern California WBENC Affiliate)
- f. San Joaquin Hispanic Chamber of Commerce
- g. Sacramento Black Chamber of Commerce
- h. Fresno Metro Black Chamber of Commerce
- i. California Asian Pacific Chamber of Commerce
- j. California Black Chamber of Commerce
- k. Sacramento Hispanic Chamber of Commerce
- l. Elite Northern California San Jose Chapter
- m. Oakland Chinatown Chamber of Commerce
- n. North Bay Black Chamber of Commerce
- o. Fresno Area Hispanic Foundation

**B. PROGRAM OR EVENT**

- a. CPUC Audit Workshop
- b. Sacramento Asian Pacific Chamber of Commerce Gala
- c. Bay Area Business Roundtable Meeting - BABRT
- d. Supplier Diversity Management Summit Hosted by Astra
- e. USPAACC Business Panel and Awards Night
- f. WRMSDC Annual Gala and Luncheon
- g. PushTech 2020 Procurement and Diversity Expo - Operation Push
- h. San Francisco Small Business Expo - SF Small Business Network
- i. Silicon Valley Black Chamber of Commerce Awards and Gala Night
- j. Business Policy Forum - Fresno Metro Black Chamber of Commerce
- k. Business Workshop - Asian Business Institute Resource Center
- l. Central Valley Business Diversity Expo - Fresno Metro Black Chamber
- m. Women's Empowerment Day Workshop - Fresno Area Hispanic Foundation
- n. Women's Pioneer Awards Luncheon - California Black Chamber
- o. Latino Business Expo - Latino Community Roundtable of Stanislaus Co.
- p. Empowering Women of Color in Business - Fresno Metro Black Chamber
- q. Latina History Day
- r. Los Cien Luncheon - Latino Leaders of Sonoma County
- s. Hispanic Latino Awards Event - Hispanic Chamber of Marin Co.
- t. Chamber Mixer Event - North Bay Black Chamber of Commerce
- u. Women's Awards Luncheon - Powerful Women of the Bay
- v. Annual Dr. Martin Luther King Dinner - MLK Celebration Committee
- w. Annual Dragon Festival Dinner - Organization of Chinese Americans



- x. Pride Festival - Sacramento Gay and Lesbian Center
- y. Ron Brown Memorial Dinner - California Black Chamber of Commerce
- z. Networking Nexus Event - Sacramento Asian Chamber of Commerce
- aa. Asian, Inc. Gala
- bb. Sacramento Black Chamber of Commerce Annual Dinner

- cc. Astra Business Summit - San Francisco
- dd. Sacramento Asian Chamber of Commerce Annual Dinner
- ee. Scholarship and Awards Gala - DBMG
- ff. American Indian Chamber of Commerce California Annual Meeting



4

3

Construction / Engineering /  
Facilities / Safety /  
Tools & Installation Materials



**C. WORKSHOPS**

<b>2015 Event Dates</b>	<b>Workshop Event Name</b>
02/25/15	“Business Matchmaking 2015 Event” - Host: Businessmatchmaking.com
4/21/15	“2015 Small Business Expo” - Host: CPUC
04/22/15	“Fresno Metro Business Expo” - Host: Fresno Metro Black Chamber of Commerce
05/11/15	“Keeping The Promise 2015” - Host: California Disabled Veteran Business Alliance
05/12/15	“Astra Procurement Matchmaking Event” - Host: Astra Women’s Business Alliance
06/05/15	“Cybercrime and Procurement Expo” - Host: Astra Women’s Business Alliance
07/16/15	“Minority Diversity Supplier Council Business Expo” - Host: MDSC and Fresno Metro Black Chamber
07/19/15	“EXPO’15” - Host: American Indian Chamber of Commerce California (AICCCAL)
08/04/15	“Minority Business Opportunity Expo” - Host: WRMSDC
08/12/15	“National Gay and Lesbian Chamber of Commerce (NGLCC) National Convention” - Host: NGLCC
08/19/15	“Elite National Convention and EXPO” - Host: Elite
08/04/15	“Minority Business Opportunity Expo” - Host: WRMSDC
08/12/15	“NGLCC National Convention” - Host: NGLCC
08/20/15	“Elite National Convention” - Host: Elite Southern California
08/27/15	“Caltrans Business Expo” - Host: Caltrans
08/28/15	“Ron Brown Business Economic Summit” - Host: Cal. Black Chamber of Commerce Convention
09/18/15	“Business Procurement Expo” - Host: CalAsian Chamber
10/14/15	“CPUC Sacramento Small Business Expo” - Host: CPUC
10/18/15	“National Minority Supplier Development Council (NMSDC) National Convention” - Host: NMSDC
11/05/15	“California Cable Supplier Diversity Fair” - Host: Charter, Comcast, Cox, Time Warner

## D. 2015 AWARDS & RECOGNITION

- Comcast NBCUniversal ranked #30 among the DiversityInc's **Top 50 Companies for Diversity in 2015**, moving up 14 spots from #44 last year. In addition, Comcast was #10 on the list of best companies for people with disabilities, and NBCUniversal got a separate break-out as #11 on that list.
- Comcast NBCUniversal was named among the **Best Companies for Diversity** in *Black Enterprise's* September 2015 issue.
- Comcast and NBCUniversal were each named a **2015 Top Company for People of Color** by the National Association of Multi-Ethnicity in Communications (NAMIC) based upon findings of the biennial joint NAMIC/WICT Cable Telecommunications Workforce Diversity Survey.
- Women in Cable Telecommunications (WICT) named Comcast second among its **2015 Best Operators for Women in Cable and NBCUniversal** third among its 2015 Best Programmers for Women.
- The National Center for American Indian Enterprise Development (NCAIED) recognized Comcast-NBCUniversal with its **2015 Corporate Advocate of the Year Award**.
- Comcast is among the **2015 LATINO 100**, which recognizes companies providing the most opportunities for Latinos.
- Comcast NBCUniversal was selected as **Company of the Year** for the 2015 LATINA Style 50 Report.
- The Hispanic IT Executive Council named Comcast NBCUniversal **Corporation of the Year**, recognizing the company's outstanding commitment to the vision and mission of HITEC, with personnel, leadership, and engagement from the company.
- In October 2015 the National Minority Supplier Development Council (NMSDC) recognized Comcast NBCUniversal with its **Corporate Excellence in Access to Capital Award**, which recognizes a company that has demonstrated a corporate initiative to provide access to capital solutions and unique financial arrangements to minority suppliers.
- *Women's Enterprise* recognizes Comcast-NBCUniversal among its **WE USA 100**, a compilation of leading enterprises that reflects a sustained effort to develop diverse businesses.
- Comcast Corporation ranked among Black Enterprise's **35 Top Companies for Supplier Diversity**.

- Black Enterprise named Comcast NBCUniversal among the **25 Best Corporations for Vetpreneurs**.
- Comcast NBCUniversal was named among the National Veteran-Owned Business Association's (NaVOBA) **2015 Military Friendly Supplier Diversity Programs**.
- DiversityBusiness.com ranked ComcastNBCUniversal 27th among its **Top 50 Organizations for Multicultural Business Opportunities** (Div50) for 2015, marking our tenth consecutive year on the list and second year at #27.
- The American Association of People with Disabilities (AAPD) recognized ComcastNBCUniversal with its **Corporate Leadership Award** in March 2015.

2015 TOP COMPANIES FOR DIVERSITY

Best Places to Work

CORPORATION OF THE YEAR

TOP COMPANY for PEOPLE OF COLOR CORPORATE LEADERSHIP AWARD

Top 100 Military Friendly Employers

BEST of the BEST

“As a veteran, I appreciate Comcast’s efforts in supporting diverse companies, especially those owned by veterans. I met Timothy Evans a few years ago, and through my relationship with him, the Frank T. Marchello Co., Inc., is now providing custom Comcast logos on Comcast’s apparel. This relationship has helped my company grow additional business throughout Comcast’s Regions, and I look forward to continuing our relationship with Comcast for many years to come.”

*Frank T. Marchello*  
*President*  
*Frank T. Marchello Co., Inc.*



## E. SUPPLIER MENTORSHIP OR DEVELOPMENT

### Comcast Equips and Educates Business Owners

In today's competitive marketplace, entrepreneurs often need to have access to technology and digital literacy training to help them enhance and expand their businesses. The result is job creation and economic growth.

Throughout the year, our Supplier Diversity Specialist has mentored several diverse vendors on the best practices for doing business with Comcast, encouraging and assisting them in getting CPUC certification.

## F. TRAINING

Comcast California continues to enhance its Supplier Diversity Program by participating in various training programs. In 2015, our California-based Supplier Diversity Advocate participated in on-line training pertaining to Procurement and Supplier Diversity Program development. Comcast California continues to invest in supplier diversity training and professional development.



Comcast  
Timothy Evans

In 2015, Comcast California experienced a drop of 2.7 percentage points due to the continued impact of losing our largest diverse vendor.

WMDVBE RESULTS BY ETHNICITY		2015 GENERAL ORDER 156			
		DIRECT	SUB	TOTAL \$	%
Minority Men	Asian/Pacific American	\$19,959,514	\$0	\$19,959,514	5.1%
	African American	\$2,323,764	\$0	\$2,323,764	0.6%
	Hispanic American	\$6,488,147	\$3,770,137	\$10,258,284	2.6%
	Native American	\$0	\$0	\$0	0.0%
	<b>Total Minority Men</b>	<b>\$28,771,425</b>	<b>\$3,770,137</b>	<b>\$32,541,562</b>	<b>8.3%</b>
Minority Women	Asian/Pacific American	\$418,873	\$2,025,272	\$2,444,145	0.6%
	African American	\$5,156	\$0	\$5,156	0.0%
	Hispanic American	\$1,608,299	\$85,313	\$1,693,612	0.4%
	Native American	\$0	\$0	\$0	0.0%
	<b>Total Minority Women</b>	<b>\$2,032,328</b>	<b>\$2,110,585</b>	<b>\$4,142,913</b>	<b>1.1%</b>
<b>TOTAL MINORITY BUSINESS ENTERPRISE (MBE)</b>		<b>\$30,803,753</b>	<b>\$5,880,722</b>	<b>\$36,684,475</b>	<b>9.4%</b>
<b>TOTAL WOMEN BUSINESS ENTERPRISE (WBE)</b>		<b>\$20,265,742</b>	<b>\$65,576</b>	<b>\$20,331,318</b>	<b>5.2%</b>
<b>SUB TOTAL WOMEN, MINORITY BUSINESS ENTERPRISE (WMBE)</b>		<b>\$51,069,495</b>	<b>\$5,946,298</b>	<b>\$57,015,793</b>	<b>14.6%</b>
<b>TOTAL SERVICE DISABLED VETERAN BUSINESS ENTERPRISE (DVBE)</b>		<b>\$145,931</b>	<b>\$0</b>	<b>\$145,931</b>	<b>0.0%</b>
<b>TOTAL OTHER*</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.0%</b>
<b>TOTAL WMDVBE</b>		<b>\$51,215,426</b>	<b>\$5,946,298</b>	<b>\$57,161,724</b>	<b>14.6%</b>
<b>NET PROCUREMENT**</b>				<b>\$391,787,463</b>	

\*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVBE

\*\*NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS.

\*\*\* Total off due to rounding up

Comcast California has further defined the 2015 WMDVBE Results by Product and Services by SIC codes. Please see Appendix B – 2015 Summary of WMDVBE Spend by SIC Code Direct Only, found on pages 36-39.

WMDVBE RESULTS BY ETHNICITY		2015 GENERAL ORDER 156					
		Product \$	Product %	Services \$	Services %	TOTAL \$	TOTAL %
Minority Men	Asian/Pacific American	\$592,905	0.2%	\$19,366,609	4.9%	\$19,959,514	5.1%
	African American	\$1,925	0.0%	\$2,321,839	0.6%	\$2,323,764	0.6%
	Hispanic American	\$2,512,911	0.6%	\$3,975,236	1.0%	\$6,488,147	1.7%
	Native American	\$0	0.0%	\$0	0.0%	\$0	0.0%
	<b>Total Minority Men</b>	<b>\$3,107,741</b>	<b>0.8%</b>	<b>\$25,663,684</b>	<b>6.6%</b>	<b>\$28,771,425</b>	<b>7.3%</b>
Minority Women	Asian/Pacific American	\$418,873	0.1%	\$0	0.0%	\$418,873	0.1%
	African American	\$0	0.0%	\$5,156	0.0%	\$5,156	0.0%
	Hispanic American	\$326,169	0.1%	\$1,282,130	0.3%	\$1,608,299	0.4%
	Native American	\$0	0.0%	\$0	0.0%	\$0	0.0%
	<b>Total Minority Women</b>	<b>\$745,041</b>	<b>0.2%</b>	<b>\$1,287,286</b>	<b>0.3%</b>	<b>\$2,032,328</b>	<b>0.5%</b>
TOTAL MINORITY BUSINESS ENTERPRISE (MBE)		<b>\$3,852,783</b>	<b>1.0%</b>	<b>\$26,950,970</b>	<b>6.9%</b>	<b>\$30,803,752</b>	<b>7.9%</b>
TOTAL WOMEN BUSINESS ENTERPRISE (WBE)		<b>\$10,029,389</b>	<b>2.6%</b>	<b>\$10,236,353</b>	<b>2.6%</b>	<b>\$20,265,742</b>	<b>5.2%</b>
SUB TOTAL WOMEN, MINORITY BUSINESS ENTERPRISE (WMBE)		<b>\$13,882,172</b>	<b>3.5%</b>	<b>\$37,187,323</b>	<b>9.5%</b>	<b>\$51,069,495</b>	<b>13.0%</b>
TOTAL SERVICE DISABLED VETERAN BUSINESS ENTERPRISE (DVBE)		<b>\$136,819</b>	<b>0.0%</b>	<b>\$9,112</b>	<b>0.0%</b>	<b>\$145,931</b>	<b>0.0%</b>
TOTAL OTHER*		<b>\$0</b>	<b>0.0%</b>	<b>\$0</b>	<b>0.0%</b>	<b>\$0</b>	<b>0.0%</b>
<b>TOTAL WMDVBE</b>		<b>\$14,018,991</b>	<b>3.6%</b>	<b>\$37,196,435</b>	<b>9.5%</b>	<b>\$51,215,426</b>	<b>13.1%</b>
<b>TOTAL PROCUREMENT</b>						<b>\$391,787,463</b>	

\*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVBE

\*\*NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS.

\*\*\* Total off due to rounding up





**COMCAST’S UTILIZATION OF WMDVBE ATTORNEYS AT NON-WMDVBE LAW FIRMS**

The table below provides information on Comcast California’s contracting with non-WMDVBE law firms who assigned WMDVBE attorneys to work on Comcast California projects. This data is supplied by the law firms retained by Comcast and details the non-WMDVBE firms legal service payments.

2015 LEGAL DIVERSITY SPEND REPORT FROM NON-DIVERSE FIRMS (CALIFORNIA REGION ONLY)					
ETHNICITY		ATTORNEYS		ParaLegals	
		BILLABLE HOURS	BILLINGS	BILLABLE HOURS	BILLINGS
MINORITY MEN	Asian-American Men	11.9	\$3,374	1.4	\$262
	African-American Men	3.3	\$1,595		
	Hispanic Men	379.6	\$241,551	24.0	\$4,958
	Native-American Men				
	Other	4.5	\$2,138		
	<b>TOTAL MINORITY MEN</b>	<b>399.3</b>	<b>\$248,657</b>	<b>25.4</b>	<b>\$5,220</b>
MINORITY WOMEN	Asian-American Women	197.6	\$60,006	27.4	\$5,773
	African-American Women	21.4	\$10,402		
	Hispanic Women	789.7	\$516,892	2.5	\$655
	Native-American Women	0.0			
	Other	31.8	\$8,214	44.8	\$3,209
	<b>TOTAL MINORITY WOMEN</b>	<b>1,040.5</b>	<b>\$595,514</b>	<b>74.7</b>	<b>\$9,637</b>
<b>TOTAL MINORITY BUSINESS ENTERPRISE (MBE)</b>		<b>1,439.8</b>	<b>\$844,171</b>	<b>100.1</b>	<b>\$14,856</b>
<b>TOTAL WOMEN BUSINESS ENTERPRISE Non-Minority (WBE)</b>		<b>2,003.8</b>	<b>\$914,869</b>	<b>218.3</b>	<b>\$45,994</b>
<b>SUBTOTAL MINORITY, WOMEN BUSINESS (MWBE)</b>		<b>3443.6</b>	<b>\$1,759,039</b>	<b>318.4</b>	<b>\$60,850</b>
<b>SERVICE DISABLED VETERANS BUSINESS ENTERPRISE (DVBE)</b>		<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>
<b>TOTAL WMDVBE</b>		<b>3,443.6</b>	<b>\$1,759,039</b>	<b>318.4</b>	<b>\$60,850</b>
<b>GROSS LEGAL HOURS / SPEND</b>		<b>3,443.6</b>	<b>\$1,759,039</b>	<b>318.4</b>	<b>\$60,850</b>
<b>EXCLUSIONS (None At this time)</b>		<b>0.0</b>	<b>\$0</b>	<b>0.0</b>	<b>\$0</b>
<b>TOTAL NET LEGAL HOURS / SPEND</b>		<b>3,443.6</b>	<b>\$1,759,039</b>	<b>318.4</b>	<b>\$60,850</b>
<b>NET \$ SPEND</b>	<b>\$1,819,889</b>				
<b>NET Hour SPEND</b>	<b>3,762.0</b>				



EXPENSE CATEGORY	2015 (Actual \$)
Labor	\$ 88,500
Program Expenses	\$ 14,104
Reporting Expenses	\$ 1,668
Training	\$ 662
Memberships / Dues	\$ 21,500
Other	\$ 26,448
<b>Total</b>	<b>\$ 152,882</b>

- **Labor:** Salary and payroll-related costs of employees working on WMDVBE matters.
- **Program Expenses:** Printing, postage, supplies, outreach and other costs directly related to programs.
- **Reporting Expenses:** Computer, accounting, printing and other expenses in preparing reports to the CPUC.
- **Training Expenses:** Costs related to training employees (internal) and suppliers (external).
- **Memberships/Dues:** Membership fees for national certification organizations.
- **Other:** Miscellaneous costs/credits that do not fall in other categories.

CATEGORY	CPUC GOALS	2010 ACTUAL	2011 ACTUAL	2012 ACTUAL	2013 ACTUAL	2014 ACTUAL	2015 ACTUAL
Minority Men		6.0%	5.9%	7.2%	7.4%	7.2%	8.3%
Minority Women		0.9%	2.8%	0.8%	0.8%	1.0%	1.1%
Minority Enterprise (MBE)	15.0%	6.9%	8.7%	8.0%	8.2%	8.2%	9.4%
Women Business Enterprise (WBE)	5.0%	3.7%	11.3%	14.3%	14.1%	9.2%	5.2%
Women Minority Business Enterprise (WMBE)	20.0%	10.6%	20.0%	22.3%	22.3%	17.3%	14.6%
Service Disabled Veteran Business Enterprise (DVBE)	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>TOTAL WMDVBE</b>	<b>21.5%</b>	<b>10.6%</b>	<b>20.0%</b>	<b>22.3%</b>	<b>22.3%</b>	<b>17.3%</b>	<b>14.6%</b>

\* Total WMDVBE Percentage off by .1 due to rounding

A SUMMARY OF PRIME CONTRACTOR UTILIZATION OF WMDVBE SUBCONTRACTORS								
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Women Minority Business Enterprise (WMBE)	Service Disabled Veterans Business Enterprise (DVBE)	Other*	TOTAL WMDVBE
<b>Direct \$</b>	\$28,771,425	\$2,032,328	\$30,803,753	\$20,265,742	\$51,069,495	\$145,931	\$0	\$51,215,426
<b>Subcontracting \$</b>	\$3,770,137	\$2,110,585	\$5,880,722	\$65,576	\$5,946,298	\$0	\$0	\$5,946,298
<b>Total \$</b>	\$32,541,562	\$4,142,913	\$36,684,475	\$20,331,318	\$57,015,793	\$145,931	\$0	\$57,161,724
<b>Direct %</b>	7.3%	0.5%	7.9%	5.2%	13.0%	0.0%	0.0%	13.1%
<b>Subcontracting %</b>	1.0%	0.5%	1.5%	0.0%	1.5%	0.0%	0.0%	1.5%
<b>Total %</b>	8.3%	1.1%	9.4%	5.2%	14.6%	0.0%	0.0%	14.6%
<b>Net Procurement</b>	\$391,787,463							

\*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVBE

**LIST OF WMDVBE SUPPLIER COMPLAINTS (Section 9.1.6)**

General Order -156 Ruling on August 24, 2006, ended the requirement to summarize complaints.

**UNDER-UTILIZED SERVICES (Section 9.1.8)**

Comcast Corporation pursues its diversity objectives in the purchase of professional services, including banking and legal services.

**Legal Services**

The Company remains committed to working with diverse lawyers and law firms. Comcast was a founding member of the Inclusion Initiative, a collaborative effort of forward-looking companies committed to a measurable increase in the retention of minority- and women-owned law firms by Corporate America. To that end, Comcast spent more than \$3 million with diverse law firms in 2015 and also remains committed to working with diverse lawyers at majority-owned law firms. The Company continues to support the National Association of Minority & Women Owned Law Firms (“NAMWOLF”), a non-profit trade association comprised of minority- and women-owned law firms, as well as diverse bar associations and professional organizations (see “Comcast California’s Utilization of WMDVBE Attorneys at Non-WMDVBE Law Firms” on page 26).

**Financial Services**

For the 12th consecutive year in 2015, Comcast entered into a major credit facility with United Bank of Philadelphia as administrative agent and 12 other Minority Depository Institutions.

Comcast continues to work with a minority-owned bank as one of its placement agencies in the company’s commercial paper program, an ongoing effort whereby Comcast routinely sells short-term promissory notes to mutual funds and other investors for working capital financing.

Minority-owned banks have also participated in the underwriting of numerous Comcast bond offerings, adding value to the process

and earning significant income along the way. For example, in 2015 Comcast employed seven diverse firms to underwrite financing in the corporate bond market. In 2015, Comcast also broke new ground by including five Service Disabled Veteran Business Enterprises (SDVBE) and Veteran-owned Business Enterprises (VBEs) in its first ever Formosa bond offering, a debt instrument issued in Taiwan that offers the ability to diversify and broaden a global investor’s footprint. This is the first ever Formosa bond offering to include only veteran-owned dealers as junior co-structuring agents. Comcast utilizes diverse firms money managers. For example, in 2015, a minority-owned firm managed a portion of the company’s short-term fixed income assets.

We continue to look for opportunities for the minority-owned investment firms and banks that have added value and have demonstrated tangible efforts through the delivery of their services.

**Advertising in Diverse Media Outlets**

The company continues to work with diverse professional service providers, including minority-owned and minority-targeted media outlets. Burrell Communications continues to serve as Comcast’s agency of record for African-American creative advertising, and Grupo Gallegos provides support for Comcast’s Hispanic creative advertising. In addition, Comcast’s International Agency of Record, Gravity Media, continues to work on strategy and creative. Gravity Media is a full-service advertising agency with expertise in marketing to the Asian American community. In 2015, Comcast worked with LGBT-owned Rivendell Media to increase awareness of Xfinity products and services.

**EXCLUDABLES DUE TO LACK OF AVAILABILITY (Section 9.1.9)**

General Order – 156 Ruling on November 14th, 2003, ended the excluded category.

## WMDVBE ANNUAL SHORT-, MID-, AND LONG-RANGE GOALS BY PRODUCTS AND SERVICES

### (Section 10.1.1)

Comcast California achieved a 14.6 percent Supplier Diversity spend in 2015. Comcast California continues to focus on increasing the use of Tier II vendors to assist in increasing overall Diversity Spend. For 2015, Comcast California increased its Tier II by \$3.4 million. (See Appendix A – WMDVBE Annual Short, Mid, and Long-Range Goals by Product and Services Categories found on pages 34-35)

## BUILDING ON SUCCESS 2016 PROGRAM

### (Section 10.1.2)

Comcast California continues to build a solid foundation for its long-term Supplier Diversity Program by enhancing and expanding its internal and external initiatives in 2016.

#### Internal

- Continue to expand the use of the CVM Solutions Supplier Diversity database by enforcing the use of tracking notes, decisions, and key documents within the software program.
- Develop and implement a quarterly “Meet the Buyer” webinar.
- Continue professional development of the Supplier Diversity Advocate by attending on-line training classes on Supplier Diversity Best Practices and Procurement Best Practices.
- Finalize and distribute Supplier Diversity Guidebook for departments and key purchasing champions to use.
- Continue to present the monthly dashboard to Comcast’s California senior leadership team and develop action plans for all Directors and higher to monitor progress.
- Continue quarterly Supplier Diversity articles for Comcast employees.

#### External

- Integrate LGBT outreach with other outreach programs or events.
- Begin official tracking of California Region LGBT spend in 2016 per CPUC’s General Order 156.
- Expand the list of Tier II vendors reporting their Tier II spend within California.
- Increase Supplier Mentorship or development by sponsoring two organizations who provide training to small businesses in preparation to do business with Corporations.
- Participate in at least 30 outreach events scheduled in 2016.
- Introduce “Meet the Buyer” Webinars by the end of Q2 of 2016.



## **PLANS FOR RECRUITING DIVERSE SUPPLIERS IN LOW UTILIZATION AREAS**

### **(Section 10.1.3)**

Comcast California remains committed to the use of diverse suppliers, which includes increasing partnerships with diverse organizations and Tier II subcontractors, encouraging prime suppliers to work with diverse vendors and grow existing initiatives. Comcast California will participate in these company-wide initiatives.

## **PLANS FOR ENCOURAGING BOTH PRIME CONTRACTORS AND GRANTEES TO ENGAGE DIVERSE SUPPLIERS IN ALL CATEGORIES, WHICH PROVIDES SUBCONTRACTING OPPORTUNITIES**

### **(Section 10.1.5)**

Comcast California continues to take steps in encouraging our Prime Contractors to utilize more Tier II vendors. Besides initiatives from Comcast Corporate office, Comcast California plans to encourage and offer assistance in increasing their Tier II spend by inviting them to participate in matchmaking and other networking events.

## **PLANS FOR COMPLYING WITH THE SUPPLIER DIVERSITY PROGRAM GUIDELINES ESTABLISHED BY COMMISSION AS REQUIRED BY PUBLIC UTILITIES SECTION 8283(c)**

### **(Section 10.1.6)**

Comcast California continues to voluntarily comply with General Order 156. Each year, Comcast California is evolving and enhancing its reporting methods and Supplier Diversity Program.



2015 REFRESH - WMDVBE ANNUAL SHORT, MID & LONG			
Main Category	Corresponding Standard Industrial Categories	MBE	
		Short ('16)	Mid ('18)
Raw Materials/Construction/Industrial Services	(7,13,14,15,16,17,24,26,28,29,30, 32,33,46,49,52)	3%	4%
Finished Products/Misc. Goods	(23,25,39,50,51,56,57,59)	1%	1%
Technical Equipment/Analysis Instruments	(34,35,36,38)	1%	1%
Transportation/Repair/Food	(37,42,45,47,55,58,75, 76)	1%	1%
Business Services	(60,61,63,64,65,67,73,87,89)	1%	2%
Legal Services	(81)	2%	1%
Communications/Other Services	(27,48,72,78,79,80,83,86)	1%	2%
<b>Total Percent</b>		<b>10%</b>	<b>12%</b>

## TERM GOALS BY PRODUCT AND SERVICE SIC CODE CATEGORIES

		WBE			SDVBE			WMDVBE (TOTAL)		
	Long ('20)	Short ('16)	Mid ('18)	Long ('20)	Short ('16)	Mid ('18)	Long ('20)	Short ('16)	Mid ('18)	Long ('20)
	5%	0%	0%	1%	1%	1%	1%	4%	5%	7%
	1%	2%	3%	3%	0%	0%	0%	3%	4%	4%
	1%	1%	1%	0%	0%	0%	0%	2%	2%	1%
	1%	0%	0%	0%	0%	0%	1%	1%	1%	2%
	3%	2%	3%	3%	0%	0%	0%	3%	5%	6%
	1%	0%	0%	0%	0%	0%	0%	2%	1%	1%
	3%	0%	0%	1%	0%	1%	1%	1%	3%	5%
	15%	5%	7%	8%	1%	2%	3%	16%	21%	26%

2015 SUMMARY OF WMLGBTDVBE SPEND BY SIC CODE – DIRECT ONLY					ASIAN AMERICAN		AFRICAN AMERICAN		HISPANIC
MAJOR GROUP SIC CODES	SIC CODE DESCRIPTION	NAICS CODES	NAICS CODE DESCRIPTION		MEN	WOMEN	MEN	WOMEN	MEN
7	AGRICULTURAL SERVICES	541320, 561730	LANDSCAPE ARCHITECTURAL SERVICES, LANDSCAPING SERVICES	\$					
				%					
15	BUILDING CONSTRUCTION	236116, 236210, 236220	MULTI-FAMILY, INDUSTRIAL, COMMERCIAL AND INSTITUTIONAL BUILDING CONSTRUCTION	\$					
				%					
16	HEAVY CONSTRUCTION OTHER THAN BUILDING CONSTRUCT	237110, 237130, 237130	POWER AND COMMUNICATIONS LINE AND RELATED STRUCTURE CONSTRUCTION	\$					
				%					
17	CONSTRUCTION - SPECIAL TRADE CONTRACTORS	238140, 238160, 238210, 238220, 238290, 238320	MASONRY, ROOFING, ELECTRICAL, PAINTING, PLUMBING, AND BUILDING EQUIPMENT CONTRACTORS	\$		\$ 2,249,262		\$ 2,388	
				%		0.6%		0.0%	
25	FURNITURE AND FIXTURES	333313, 336360	COMMERCIAL AND SERVICE INDUSTRY MACHINERY MANUFACTURING	\$					\$ 59,599
				%					0.0%
26	PAPER PRODUCTS, CARDBOARD	322211	CORRUGATED AND SOLID FIBER BOX MANUFACTURING	\$					
				%					
27	PRINTING, PUBLISHING, AND ALLIED INDUSTRIES	323110, 323210, 511110	COMMERCIAL PRINTING AND PUBLISHING	\$	\$ 16,112				
				%	0.0%				
28	CHEMICALS AND ALLIED PRODUCTS	325611	SOAP AND OTHER DETERGENT MANUFACTURING	\$					
				%					
32	CONCRETE, CUT STONE PRODUCTS	327331	CONCRETE BLOCK AND BRICK MANUFACTURING	\$					
				%					
34	METAL FABRICATION, SHEET METAL WORK AND OTHER METAL WORKS	332321	METAL WINDOW AND DOOR MANUFACTURING	\$					
				%					
35	INDUSTRIAL AND COMMERCIAL MACHINERY AND COMPUTER	332710, 333921, 334111, 334119	MACHINE SHOPS, ELEVATOR AND MOVING STAIRWAY MANUFACTURING, ELECTRONIC COMPUTER MANUFACTURING	\$					
				%					
36	ELECTRONICS AND OTHER ELECTRICAL EQUIPMENT AND COMPONENTS	334210, 334220, 334290, 334310, 334414, 334417, 334419	TELEPHONE, WIRELESS, RADIO AND TELEVISION BROADCASTING EQUIPMENT, MANUFACTURING	\$				\$ 2,493,690	\$ 1,282,130
				%				0.6%	0.3%
38	MEASURING, ANALYZING, AND CONTROLLING INSTRUMENTS	335110, 335312, 335921, 339113	ELECTRIC LAMP BULB, MOTOR, FIBER OPTICS CABLE AND PART MANUFACTURING	\$					
				%					
39	MISC. MANUFACTURING INDUSTRIES	339944, 339950, 339999	CARBON PAPER AND INKED RIBBON MANUFACTURING, SIGN MANUFACTURING	\$					
				%					
42	MOTOR FREIGHT TRANSPORTATION AND WAREHOUSING	484110, 484230, 493110, 493190, 531130	GENERAL AND SPECIALIZED FREIGHT TRUCKING, LOCAL AND LONG DISTANCE, WAREHOUSING AND (SELF) STORAGE	\$					
				%					
47	TRANSPORTATION SERVICES	488510, 488991, 488999	FREIGHT TRANSPORTATION ARRANGEMENT, PACKING AND CRATING, AND OTHER SUPPORT ACTIVITIES	\$					
				%					
48	COMMUNICATIONS	515112, 515120, 515210, 517110, 517210	RADIO STATION, TELEVISION BROADCASTING, WIRED TELECOMMUNICATION CARRIERS	\$					
				%					
49	ELECTRIC, GAS, AND SANITARY SERVICES	221122, 517919, 562119, 562212, 562219, 562920, 562998	ELECTRIC POWER DISTRIBUTION, TELECOMMUNICATIONS, OTHER WASTE COLLECTION, MATERIALS RECOVERY	\$					
				%					
50	WHOLESALE TRADE - DURABLE GOODS	238990, 423210, .....	ALL OTHER SPECIALTY TRADE CONTRACTORS, FURNITURE, LUMBER, OFFICE EQUIPMENT, ETC.	\$	\$ 222,418	\$ 1,925	\$ 5,156	\$ 6,601	
				%	0.1%	0.0%	0.0%	0.0%	
51	WHOLESALE TRADE - NONDURABLE GOODS	423120, 424120, 424210, 424320, 424720	MOTOR VEHICLE SUPPLIES, STATIONERY AND OFFICE SUPPLIES, APPAREL, PETROLEUM WHOLESALERS	\$				\$ 10,952	\$ 266,570
				%				0.0%	0.1%
53	RETAIL STORE	452111, 452112, 4529109	DEPARTMENT, DISCOUNT, AND SUPERCENTER STORES	\$					
				%					

AMERICAN	NATIVE AMERICAN		TOTAL MEN	TOTAL WOMEN	TOTAL MBE	TOTAL WBE	SUBTOTAL WMDVBE	TOTAL DVBE	TOTAL OTHER	TOTAL WMDVBE	TOTAL	TOTAL
WOMEN	MEN	WOMEN	Minority Business Enterprises	Minority Business Enterprises	Minority Business Enterprises	Women Business Enterprises	Women/Minority Service Business Enterprises	Disabled Veteran Business Enterprises	8a Certifications	Women, Minority, Disabled Business Enterprises	NON-DIVERSE VENDORS/SUPPLIERS	PROCUREMENT
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 497,613	\$ 497,613	\$ 497,613
		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%
		\$ 343,025	\$ -	\$ 343,025	\$ -	\$ 343,025	\$ -	\$ -	\$ 343,025	\$ 2,205,788	\$ 2,548,813	\$ 2,548,813
		0.1%	0.0%	0.1%	0.0%	0.1%	0.0%	0.0%	0.1%	0.6%	0.7%	0.7%
		\$ -	\$ -	\$ -	\$ 7,401,916	\$ 7,401,916	\$ -	\$ -	\$ 7,401,916	\$ 112,815,532	\$ 120,217,448	\$ 120,217,448
		0.0%	0.0%	0.0%	1.9%	1.9%	0.0%	0.0%	1.9%	28.8%	30.7%	30.7%
		\$ 2,251,650	\$ -	\$ 2,251,650	\$ 630,019	\$ 2,881,669	\$ -	\$ -	\$ 2,881,669	\$ 3,312,673	\$ 6,194,342	\$ 6,194,342
		0.6%	0.0%	0.6%	0.2%	0.7%	0.0%	0.0%	0.7%	0.8%	1.6%	1.6%
		\$ -	\$ 59,599	\$ 59,599	\$ -	\$ 59,599	\$ -	\$ -	\$ 59,599	\$ -	\$ 59,599	\$ 59,599
		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 377,185	\$ 377,185	\$ 377,185
		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%
		\$ -	\$ 16,112	\$ 16,112	\$ 114,878	\$ 130,990	\$ -	\$ -	\$ 130,990	\$ 1,225,137	\$ 1,356,127	\$ 1,356,127
		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.3%	0.3%
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 232,414	\$ 232,414	\$ 232,414
		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 277,516	\$ 277,516	\$ 277,516
		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%
		\$ -	\$ -	\$ -	\$ 105,831	\$ 105,831	\$ -	\$ -	\$ 105,831	\$ 3,497,684	\$ 3,603,515	\$ 3,603,515
		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	0.9%	0.9%
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 474,930	\$ 474,930	\$ 474,930
		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%
		\$ 2,593,040	\$ 1,282,130	\$ 3,875,170	\$ 6,081,742	\$ 9,956,912	\$ -	\$ -	\$ 9,956,912	\$ 61,476,332	\$ 71,433,244	\$ 71,433,244
		0.7%	0.3%	1.0%	1.6%	2.5%	0.0%	0.0%	2.5%	15.7%	18.2%	18.2%
		\$ -	\$ -	\$ -	\$ 6,855	\$ 6,855	\$ -	\$ -	\$ 6,855	\$ 917,423	\$ 924,278	\$ 924,278
		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.2%
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 81,528	\$ 81,528	\$ 81,528
		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,365,073	\$ 3,365,073	\$ 3,365,073
		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%	0.9%	0.9%
		\$ -	\$ -	\$ -	\$ 1,240,470	\$ 1,240,470	\$ -	\$ -	\$ 1,240,470	\$ -	\$ 1,240,470	\$ 1,240,470
		0.0%	0.0%	0.0%	0.3%	0.3%	0.0%	0.0%	0.3%	0.0%	0.3%	0.3%
		\$ 19,023,583	\$ -	\$ 19,023,583	\$ -	\$ 19,023,583	\$ -	\$ -	\$ 19,023,583	\$ 80,919,892	\$ 99,943,475	\$ 99,943,475
		4.9%	0.0%	4.9%	0.0%	4.9%	0.0%	0.0%	4.9%	20.7%	25.5%	25.5%
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 317,015	\$ 317,015	\$ 317,015
		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%
		\$ 8,526	\$ 227,574	\$ 236,100	\$ 3,270,829	\$ 3,506,929	\$ -	\$ -	\$ 3,506,929	\$ 17,080,143	\$ 20,587,072	\$ 20,587,072
		0.0%	0.1%	0.1%	0.8%	0.9%	0.0%	0.0%	0.9%	4.4%	5.3%	5.3%
		\$ 497,891	\$ 266,570	\$ 764,461	\$ -	\$ 764,461	\$ 136,819	\$ -	\$ 901,280	\$ 1,550,225	\$ 2,451,505	\$ 2,451,505
		0.1%	0.1%	0.2%	0.0%	0.2%	0.0%	0.0%	0.2%	0.4%	0.6%	0.6%
		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 828,033	\$ 828,033	\$ 828,033
		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.2%

2015 SUMMARY OF WMLGBTDVBE SPEND BY SIC CODE – DIRECT ONLY					ASIAN AMERICAN		AFRICAN AMERICAN		HISPANIC
MAJOR GROUP SIC CODES	SIC CODE DESCRIPTION	NAICS CODES	NAICS CODE DESCRIPTION		MEN	WOMEN	MEN	WOMEN	MEN
54	FOOD STORES	445299, 722213	ALL OTHER SPECIALTY FOOD STORES, SNACK AND NON-ALCOHOLIC BEVERAGE BARS	\$					
				%					
56	APPAREL AND ACCESSORY STORES	448120, 448150, 448190, 561422	MEN'S, WOMEN'S CLOTHING STORES, CLOTHING ACCESSORIES STORES	\$					
				%					
57	HOME FURNITURE, FURNISHING, AND EQUIPMENT STORES	443112, 443120	RADIO, TELEVISION, COMPUTER, AND OTHER ELECTRONIC STORES	\$					
				%					
58	EATING AND DRINKING PLACES	722310, 722320	FOOD SERVICE CONTRACTORS, CATERERS	\$					
				%					
59	MISCELLANEOUS RETAIL	453998, 454210, 454312, 454390	ALL OTHER MISC. STORE RETAILERS, VENDING MACHINES OPERATORS, OIL DEALERS, DIRECT SELLING	\$					
				%					
61	NO DEPOSITORY CREDIT INSTITUTIONS	522298, 522320	ALL OTHER NO DEPOSITORY CREDIT INTERMEDIATION, FINANCIAL TRANSACTIONS PROCESSING	\$					
				%					
65	REAL ESTATE	237210, 531120, 531210, 531390	LAND SUBDIVISION, LESSORS OF NONRESIDENTIAL BUILDINGS, OFFICES OF REAL ESTATE BROKERS	\$					
				%					
67	HOLDING AND OTHER INVESTMENT OFFICES	525990	OTHER FINANCIAL VEHICLES	\$					
				%					
70	HOTELS, ROOMING HOUSES, CAMPS, AND OTHER LODGING PLACES	721110	HOTELS	\$					
				%					
73	BUSINESS SERVICES	238990, 323114, 711510, ...	ALL OTHER SPECIALTY TRADE CONTRACTORS, QUICK PRINTING, ETC., INDEPENDENT ARTIST AND WRITERS	\$	\$ 6,617	\$ 138,225	\$ -	\$ -	\$ 2,511,247
				%	0.0%	0.0%	0.0%	0.0%	0.6%
75	AUTOMOTIVE REPAIR	532111, 811111, 811121, 811122, 811198	CAR RENTALS, AUTOMOTIVE REPAIR, BODY, PAINT, GLASS, INTERIOR, OTHER REPAIR AND MAINTENANCE	\$					
				%					
76	MISCELLANEOUS REPAIR SERVICES	443111, 561622, 811213	HOUSEHOLD APPLIANCE STORES, LOCK SMITHS, COMMUNICATION EQUIPMENT REPAIR AND MAINT.	\$					
				%					
78	MOTION PICTURES	512110	MOTION PICTURE AND VIDEO PRODUCTION	\$					
				%					
79	AMUSEMENT AND RECREATION SERVICES	713110, 713990	AMUSEMENT AND RECREATION INDUSTRIES	\$					
				%					
81	LEGAL SERVICES	541110	OFFICES OF LAWYERS	\$			\$ 72,577		\$ 1,463,269
				%			0.0%		0.4%
82	EDUCATIONAL SERVICES	519120, 611110, 611310, 611430, 611699	LIBRARIES AND ARCHIVES, ELEMENTARY, SECONDARY SCHOOLS, COLLEGES, MANAGEMENT TRAINING	\$					
				%					
83	SOCIAL SERVICES	813319	OTHER SOCIAL ADVOCACY ORGANIZATIONS	\$					
				%					
86	MEMBERSHIP ORGANIZATIONS	813410, 813920	BUSINESS, CIVIC, AND SOCIAL ORGANIZATIONS	\$					
				%					
87	ENGINEERING, ACCOUNTING, RESEARCH, MANAGEMENT, AND RELATED SERVICES	541310, 541611, 541711, 561110	ARCHITECTURAL SERVICES, MANAGEMENT CONSULTING SERVICES, OFFICE ADMINISTRATIVE SERVICES	\$			\$ -		
				%			0.0%		
89	MISCELLANEOUS SERVICES	541620, 541990, 711510	ENVIRONMENTAL CONSULTING SERVICES, ALL OTHER PROFESSIONAL, SCIENTIFIC, TECHNICAL SERVICES	\$		\$ 42,117			
				%		0.0%			
ALL OTHER	SIC CODES: 29,33,40,45,52,55,72,80, 92,96	312112, 325520, 332323, 492110, 452112, 524298, 721110, 721199, 487990...	ALL OTHER SIC CODES LESS THAN \$20,000 IN SPEND	\$					
				%					
			<b>TOTALS</b>	\$	\$19,959,514	\$418,872	\$2,323,764	\$5,156	\$6,488,147

%

AMERICAN	NATIVE AMERICAN		TOTAL MEN	TOTAL WOMEN	TOTAL MBE	TOTAL WBE	SUBTOTAL WMDVBE	TOTAL DVBE	TOTAL OTHER	TOTAL WMDVBE	TOTAL	TOTAL
WOMEN	MEN	WOMEN	Minority Business Enterprises	Minority Business Enterprises	Minority Business Enterprises	Women Business Enterprises	Women/Minority Service Business Enterprises	Disabled Veteran Business Enterprises	8a Certifications	Women, Minority, Disabled Business Enterprises	NON-DIVERSE VENDORS/SUPPLIERS	PROCUREMENT
			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100,330	\$ 100,330
			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 62,143	\$ 62,143
			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
			\$ -	\$ -	\$ -	\$ 3,091	\$ 3,091	\$ -	\$ -	\$ 3,091	\$ 1,483,115	\$ 1,486,206
			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.4%
			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 95,708	\$ 95,708
			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 245,988	\$ 245,988
			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 408,173	\$ 408,173
			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 513,691	\$ 513,691
			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 759,167	\$ 759,167
			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%
			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 325,908	\$ 325,908
			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
			\$ 2,517,864	\$ 138,225	\$ 2,656,089	\$ 1,328,703	\$ 3,984,792	\$ -	\$ -	\$ 3,984,792	\$ 16,722,436	\$ 20,707,228
			0.6%	0.0%	0.7%	0.3%	1.0%	0.0%	0.0%	1.0%	4.3%	5.3%
			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 11,740,877	\$ 11,740,877
			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.0%	3.0%
			\$ -	\$ -	\$ -	\$ 492	\$ 492	\$ -	\$ -	\$ 492	\$ 1,042,783	\$ 1,043,275
			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.3%
			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 91,189	\$ 91,189
			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 200,838	\$ 200,838
			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
			\$ 1,535,846	\$ -	\$ 1,535,846	\$ -	\$ 1,535,846	\$ -	\$ -	\$ 1,535,846	\$ 4,004,533	\$ 5,540,379
			0.4%	0.0%	0.4%	0.0%	0.4%	0.0%	0.0%	0.4%	1.0%	1.4%
			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 81,258	\$ 81,258
			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 79,017	\$ 79,017
			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 404,463	\$ 404,463
			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%
			\$ -	\$ -	\$ -	\$ 80,000	\$ 80,000	\$ -	\$ -	\$ 80,000	\$ 10,527,717	\$ 10,607,717
			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.7%	2.7%
			\$ -	\$ 42,117	\$ 42,117	\$ -	\$ 42,117	\$ -	\$ -	\$ 42,117	\$ 186,520	\$ 228,637
			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
			\$ -	\$ -	\$ -	\$ 916	\$ 916	\$ 9,112	\$ -	\$ 10,028	\$ 44,047	\$ 54,075
			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
\$1,608,299	\$-	\$-	\$28,771,425	\$2,032,327	\$30,803,752	\$20,265,742	\$51,069,494	\$145,931	\$-	\$51,215,425	\$340,572,037	\$391,787,462
			7.3%	0.5%	7.9%	5.2%	13.0%	0.0%	0.0%	13.1%	86.93%	100%

Submitted by

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