



# COMCAST

## 2021 Supplier Diversity Annual Report & 2022 Annual Plan

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

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## EXECUTIVE SUMMARY

In 2021, our twelfth year of voluntary reporting pursuant to California General Order 156 (G.O. 156), Comcast California spent 10.35% with California Public Utilities Commission (CPUC) - certified suppliers. Our overall diverse spending increased \$8.7 million year-over-year to \$76.5 million.

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

The enterprise adjusted to the changing needs posed by the COVID-19 pandemic and the California wildfires. Our overall budget and our diverse spending increased as a result of addressing these issues, specifically maintaining, and expanding our high demand network. This presented opportunities for diverse suppliers to compete for business with our prime business partners. Our materials management, which includes sourcing of network equipment, decreased by \$2.5 million in diverse spend compared to 2020. This was driven by the pandemic and the supply chain disruptions it caused to our diverse suppliers. In response, our teams quickly secured the necessary products from all available suppliers. We were agile and acted quickly to source the necessary equipment from all suppliers that could provide them; unfortunately, this affected our spending with diverse suppliers. We identify this as an area of opportunity and we continue to work with our teams in Comcast West Division, which manages the California Region's materials procurement and distribution on behalf of Comcast California; the goal being to better align with diverse supplier initiatives and spend targets.

In addition to spending \$76.5 million with CPUC certified vendors, Comcast California spent \$134.6 million in 2021 with a diverse, prime business partner, formerly a CPUC certified firm, ineligible for CPUC certification due to their financial structure. In obtaining venture capital, this changed the financial structure of the company. This supplier, which supports customer service initiatives, qualifies for National MBE certification. In 2021, an additional \$4.4 million was spend with two diverse service-disabled veteran-owned companies resulting in the inability to capture this spend because the two companies were ineligible to qualify for CPUC certification; as they are not domiciled in California, which is a stipulation of G.O. 156. If these three firms became eligible as CPUC certified companies, we would be reporting \$215.5 million of CPUC eligible spend or 29.13% of our total spend.

With the increase in network expansion and maintenance, we created additional diverse supplier engagement with our prime business partners. In 2021 our California Tier II spend increased by \$12.1 million. Given the current economic strains of the pandemic on overall budgets, our partners leaned in to support their diverse spending goals and those of Comcast California. Our goal in 2021 included specific outreach to our prime business partners and encouragement of additional action through continuing to participate in new opportunities for diverse-owned companies.

Across our enterprise partnership continues to lay the foundation for a successful program and demonstrates our firm commitment to increasing spend with diverse suppliers. Comcast California continued our progress and internal alignment in support of G.O. 156 goals with regularly scheduled council meetings of the Supplier Diversity Program Council of California.

This group is comprised of Comcast executive leaders from the California Region, West Division, and corporate headquarters. The group has significant strategic influence in the areas of procurement, construction, fulfillment, engineering, and operational finance. These are the key identified areas with potential growth opportunities for G.O. 156 CPUC suppliers.

## Executive Summary (Continued)

In support of the California program, there are additional resources available from our West Division team. At West Division headquarters, two executive-level employees and two analysts partner in supporting supplier diversity initiatives. In 2021, Comcast California in conjunction with our West Division team launched internal portals dedicated to supplier diversity resources encouraging and providing tools for our teams to navigate through procuring services and products from diverse suppliers.

Monthly sessions are held to collaborate and share best practices with West Division and corporate headquarters. Quarterly meetings are conducted to partner with other leaders that are focused on supplier diversity initiatives across the West Division. These examples exemplify our willingness to support teams across the enterprise to explore and discover diverse supplier opportunities.

It has been almost two years since Comcast announced a comprehensive, multi-year plan to allocate \$100 million to address injustice and inequality against any ethnicity, race, gender identity, sexual orientation, or ability. One outcome of the social justice commitment is Comcast RISE, established out of the evident impact we saw on small businesses owned by people of color both from the pandemic and the social unrest in many cities. Most recently, the program was expanded to include small businesses owned by women. Through a simple application process, eligible businesses can receive marketing, advertising, and technology upgrades from Effectv (the advertising sales division of Comcast) or Comcast Business (a leading provider of technology for businesses of all sizes).

In 2021, Comcast RISE and the Comcast RISE Investment Fund (grants available in select cities) awarded more than \$11 million in grants, marketing, and technology services impacting more than 6,700 small businesses in 422 cities in 34 states. Approximately 70% of the business owners awarded through the program have been women of color. With the progress of Comcast RISE, Comcast expanded our support into 2022 and beyond as part of Project UP, a comprehensive \$1 billion commitment to reach 50 million people, help advance digital equity, and build a future of unlimited possibilities. Project UP encompasses the programs and community partnerships across Comcast, NBCUniversal, and Sky that connect people to the Internet, advance economic mobility, and open doors for the next generation of innovators, entrepreneurs, storytellers, and creators. Supporting developing entrepreneurs is vital and partnering with organizations, including the Center for Black Innovation and Native Women Lead, increases the necessary skills to excel in the digital world.

Comcast California's program goals and initiatives strive to follow the enterprise-wide Supplier Diversity Program of Comcast NBCUniversal; which continues to progressively develop. In 2021, Comcast NBCUniversal was ranked #6 overall by DiversityInc's 2021 Top 50 Companies for Diversity, recognized as a Leading Disability Employer by the National Organization on Disability (NOD), named 'Top Performing Company' by the Hispanic Association of Corporate Responsibility (HACR), named a 2021 Best Place to Work for LGBTQ Equality by Human Rights Campaign (HRC), recognized as the top employer for veterans by Military Times, named among Latino Magazine's 2021 25 Best Companies for Latinos list, 2021 Top Diverse Employers, Top Supplier Diversity Program and Top LGBTQ+ Friendly companies by Hispanic Network Magazine, recognized as one of the 2021 Top Diverse Employers and Top Supplier Diversity Programs Top LGBTQ+ Friendly companies by Black EOE Journal Magazine.

## **Executive Summary (Continued)**

In 2015, Comcast became the first media and entertainment company inducted into the Billion Dollar Roundtable (BDR), a top-level corporate advocacy organization that promotes supply chain diversity excellence. Comcast continues to actively participate in the BDR. This prestigious corporate advocacy organization celebrates companies that spend at least \$1 billion with diverse suppliers, promoting thought leadership and best practice sharing in supply chain diversity excellence. Our participation within the community includes our support of regional and national organizations that support women, service-disabled, minority, and LGBTQ-owned businesses.

Comcast California's primary expenditures other than personnel costs are through network construction, installation, and customer order fulfillment suppliers. Comcast California continues to make considerable network investments and will determine means to support our supplier diversity through these measures. Within these expenditures, historically there are few prime business partners that qualify as diverse under the G.O. 156 guidelines that possess sufficient scale to serve Comcast's needs in these areas. In 2022, with support from senior leadership, we will pursue additional internal initiatives to secure opportunities to increase engagements with diverse owned partners. We will consistently work together with our prime business partners and solicit their partnership in utilizing diverse subcontractors, and to accurately measure usage. We observed in 2021 that increased support and emphasis within the Tier II space allows these companies to evolve into strong, developed subcontractors that could someday develop sufficient scale and expertise to become prime business partners.

## COMCAST

### Description of WMDVLGBTBE Program Activities During the Previous Calendar Year

In 2021, we made the full shift to 100% virtual meetings and conferences in welcoming opportunities to connect with diverse suppliers, community-based organizations, and other California utilities. This benefited our internal teams and our business partners because we were able to attend multiple events a day if our schedules allowed, as opposed to an in-person meeting when travel can be time-consuming and cumbersome. Our focus of external outreach, technical assistance, building capacity for diverse supplier partnerships, and driving Tier II spend through engagement with diverse organizations continued through virtual connection. With the assistance of our women owned business partner, we virtually hosted the eleventh anniversary of the 2021 California Cable Supplier Diversity Symposium, which generates interest and support of the initiatives within our program. The symposium included the following technical assistance:

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

All business connections continued virtually with our Supplier Diversity Manager conducting strategic meetings and presentations with department leads seeking potential opportunities for diverse suppliers. Monthly meetings with corporate stakeholders led to increased communication and evaluation of opportunities to mutually benefit our program nationally and locally in California. Bi-monthly meetings were held to increase sourcing awareness and opportunities between the West Division and Comcast California. In addition to the Supplier Diversity Council of California, a monthly working group met to develop cross functional strategies for increasing our CPUC diverse spend in California.

In 2021, the team maintained active participation despite the COVID-19 pandemic and attended more than 70 events, which included 14 matchmaking events. Additionally, our team shared information during 6 panel discussions and was actively involved in many events supporting various diversity and inclusion focused community organizations.

Date	Event Description	Location
Monthly	WRMSDC Construction Steering Committee Meeting	Virtual
Monthly	CHQ, DIV and WD Supplier Diversity Sessions	Virtual
Monthly	Monthly Supplier Diversity Council of CA Meeting	Virtual
1/15/2021	BuildOUT California Presents: The Golden Pitch	Virtual
1/14/2021	Chamber Meeting	Virtual
2/9/2021	Golden Gate Business Association (GGBA) Connect	Virtual
1/29/2021	Joint Utilities LGBTQ Goal Setting	Virtual
2/4/2021	GGBA and Comcast CA Supplier Diversity	Virtual
2/7/2021	Veterans in Business (VIB) Kick Off Event	Virtual
2/12/2021	BuildOUT California Presents: The Golden Pitch	Virtual
2/24/2021	WRMSDC Construction Virtual Event	Virtual
3/19/2021	New General Order 156/Supplier Diversity Rulemaking	Virtual
3/26/2021	National Gay & Lesbian Chamber of Commerce (NGLCC) LGBTBE & Community Town Hall	Virtual
3/31/2021	CA African American Chamber of Conference (CAACC) Supplier Diversity Webinar	Virtual
3/31/2021	WRMSDC Primetime Pitch	Virtual
3/18/2021	Quarterly 2021 Joint Utilities Meeting	Virtual
4/12/2021	SIGNature Event D&I Panel Discussion	Virtual
4/14/2021	One-on-One Matchmaking   WRMSDC's Construction Day	Virtual

COMCAST		
Description of WMDVLGBTBE Program Activities During the Previous Calendar Year		
Continued		
Date	Event Description	Location
4/14/2021	American Indian Chamber Advisory Council meeting	Virtual
4/16/2021	GO 156 2020 Report Meeting - Comcast	Virtual
4/28/2021	National Association of Women Business Owners Live Stream Breakout Session	Virtual
4/28/2021	Supplier Diversity Expo: Subcontracting Opportunities Primes	Virtual
5/7/2021	WRMSDC Awards Gala	Virtual
5/13/2021	Power Lunch Roundtable Discussion (Comcast) and Matchmaking	Virtual
5/14/2021	BuildOUT Power Pitch	Virtual
5/25/2021	WRMSDC Supplier Diversity Corporate Best Practices Virtual Forum	Virtual
5/26/2021	Long Beach Gay & Lesbian Chamber of Commerce: Clearing The Fog of Certification Panelist	Virtual
5/26/2021	GGBA Match Making	Virtual
6/15/2021	Silicon Valley Leadership Group Town Hall: Inclusive Procurement, Diverse Supply Chains, and Many Movements	Virtual
6/17/2021	Quarterly 2021 Joint Utilities Q2 Meeting	Virtual
6/24/2021	Ideation Event - WBEC-Pacific and Matchmaking	Virtual
7/2/2021	Gov Biz Matchmaking NorCal PTAC	Virtual
7/12/2021	General Order 156 Public Workshop	Virtual
7/13/2021	1:1 AICCC Conference	Virtual
7/14/2021	EmpowerU: Back to work during COVID 19	Virtual
7/15/2021	Gov2Biz Matchmaker (Buyers & Resource Orgs)	Virtual
7/20/2021	Norcal Gov2Biz Matchmaker	Virtual
7/21/2021	CPUC Public Workshop GO 156	Virtual
7/28/2021	Risk and Construction WRMSDC Summer Series	Virtual
8/2/2021	WRMSDC Multi-Industry Diversity Expo Matchmaking & Mentoring	Virtual
8/3/2021	WRMSDC Corporate Best Practices Forum	Virtual
8/6/2021	BuildOUT California's The Golden Pitch	Virtual
8/10/2021	WBEC - Pacific Corporate Best Practices Forum - Measuring Success	Virtual
8/17/2021	Corporate Best Practices Forum - Economic Impact	Virtual
8/17/2021	WBEC - West National Black Business Pitch	Virtual
8/23/2021	Best Practices WBEC-Pacific (Dry Run) (11AM PT)	Virtual
8/25/2021	WBEC - Pacific WE-Xcel Program Orientation	Virtual
8/26/2021	Empow[HER] - Economic Development Summit	Virtual
8/30/2021	Pitch Contest Winners Event FACEBOOK LIVE WBEC-WEST	Virtual
9/16/2021	Join Utilities Quarterly 2021 Joint Utilities Meeting	Virtual
9/22/2021	WRMSDC Marketing and Business Development Event	Virtual
9/27/2021	WRMSDC Corporate Ready Program (CRP) Graduation	Virtual
9/28/2021	CPUC Panel - Meet The Buyers	Virtual
10/7/2021	WBEC-Pacific Matchmaking Energy, Utilities & Telecom	Virtual
10/14/2021	California Public Utilities Commission 19th Annual G.O. 156 Supplier Diversity En Banc Thriving and Surviving During a Pandemic	Virtual
10/14/2021	CPUC Supplier Diversity En Banc (Virtual)	Virtual
10/15/2021	SAVE-THE-DATE: WBEC Pacific BoD Strategy Session	Virtual
11/8/2021	2021 VIB Network Virtual Conference	Virtual
11/9/2021	Matchmaking 5th Annual VIB Network National Conference	Virtual
11/11/2021	Live Stream: California Cable Supplier Diversity Symposium: Winning Together	Virtual
11/11/2021	CA Cable Supplier Diversity Symposium Matchmaking Sessions	Virtual
11/16/2021	WRMSDC Holiday Celebration & Fundraiser: Our Favorite Things	Virtual
12/3/2021	American Indian Chamber of Commerce Meeting: Grow Your Business	Virtual
12/6/2021	WBEC-West Conference, Matchmaking	Virtual
12/10/2021	American Indian Chamber Advisory Council December Retreat Meeting	Virtual
12/14/2021	WBEC- Pacific: BOLD Success Pacific Ready for Prime Time	Virtual
12/16/2021	Quarterly Joint Utilities Meeting	Virtual
12/16/2021	WRMSDC 2021 Annual Meeting	Virtual
Comcast California is a member of the following Supplier Diversity Organizations:		
<b>Chamber of Commerce Membership</b>		
Sacramento Asian Pacific Chamber of Commerce		
San Joaquin Hispanic Chamber of Commerce		
Sacramento Black Chamber		
Sacramento Hispanic Chamber of Commerce		
Marin Hispanic Chamber of Commerce		
Oakland African American Chamber of Commerce		
Silicon Valley Black Chamber (Santa Clara)		
Hispanic Foundation of Silicon Valley		
Silicon Valley Hispanic Chamber		
Central CA Hispanic Chamber of Commerce		
Tulare-Kings Hispanic Chamber of Commerce		
Fresno Metro Black Chamber of Commerce		
San Francisco African American Chamber of Commerce		

<b>COMCAST</b>	<b>2021 Comcast Supplier Diversity Report</b>	<b>G.O. #156 Sec. 9.1.2</b>
<b>WMDVLGBTBE Annual Results by Ethnicity</b>		

			2021			
			Direct	Sub	Total \$	%
1	<b>Minority Male</b>	Asian Pacific American	1,423,515	346,827	\$1,770,341	0.24%
2		African American	2,598,782	3,566,580	\$6,165,361	0.83%
3		Hispanic American	4,698,036	3,674,664	\$8,372,700	1.13%
4		Native American	1,293,356	1,375,177	\$2,668,533	0.36%
5		Total Minority Male	\$10,013,688	\$8,963,247	\$18,976,935	2.57%
6	<b>Minority Female</b>	Asian Pacific American	1,725,046	4,507,394	\$6,232,439	0.84%
7		African American	0	0	\$0	0.00%
8		Hispanic American	4,553,237	1,788,008	\$6,341,245	0.86%
9		Native American	1,415	0	\$1,415	0.00%
10		Total Minority Female	\$6,279,697	\$6,295,401	\$12,575,098	1.70%
11	Total Minority Business Enterprise (MBE)		\$16,293,385	15,258,648	\$31,552,033	4.27%
12	Women Business Enterprise (WBE)		31,921,270	12,627,475	\$44,548,745	6.02%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	0.00%
	Disabled Veteran Business Enterprise (DVBE)		\$425,502	\$0	\$425,502	0.06%
15	Other 8(a)*		\$0	\$0	\$0	0.00%
16	<b>TOTAL WMDVLGBTBE</b>		<b>\$48,640,158</b>	<b>\$27,886,123</b>	<b>\$76,526,281</b>	<b>10.35%</b>
17	<b>Net Procurement**</b>		<b>\$739,635,043</b>			

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

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

Direct - DIRECT PROCUREMENT

Sub - SUBCONTRACTOR PROCUREMENT

% - PERCENTAGE OF NET PROCUREMENT



<b>COMCAST</b>	<b>2021</b>	<b>G.O. #156 Sec. 9.1.2</b>
<b>WMDVLGBTBE Direct Procurement by Product and Service Categories</b>		

				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male	Asian Pacific American	Direct	\$11,844	0.00%	\$0	0.19%	\$1,423,515	0.19%
2		African American	Direct	\$0	0.00%	\$0	0.35%	\$2,598,782	0.35%
3		Hispanic American	Direct	\$80,547	0.01%	\$0	0.62%	\$4,698,036	0.64%
4		Native American	Direct	\$0	0.00%	\$0	0.17%	\$1,293,356	0.17%
5		Total Minority Male	Direct	\$92,391	0.01%	\$9,921,297	1.34%	\$10,013,688	1.35%
6	Minority Female	Asian Pacific American	Direct	\$88,440	0.01%	\$0	0.22%	\$1,725,046	0.23%
7		African American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
8		Hispanic American	Direct	\$318,203	0.04%	\$0	0.57%	\$4,553,237	0.62%
9		Native American	Direct	\$1,415	0.00%	\$0	0.00%	\$1,415	0.00%
10		Total Minority Female	Direct	\$408,057	0.06%	\$5,871,640	0.79%	\$6,279,697	0.85%
11	Total Minority Business Enterprise (MBE)	Direct	\$500,448	0.07%	\$15,792,937	2.14%	\$16,293,385	2.20%	
12	Women Business Enterprise (WBE)	Direct	\$7,949,038	1.42%	\$0	2.90%	\$31,921,270	4.32%	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%	
14	Disabled Veteran Business Enterprise (DVBE)	Direct	\$24,621	0.06%	\$0	0.00%	\$425,502	0.06%	
15	Other 8(a)*	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%	
16	<b>TOTAL WMDVLGBTBE***</b>	<b>Direct</b>	<b>\$11,406,217</b>	<b>1.54%</b>	<b>\$37,233,940</b>	<b>5.03%</b>	<b>\$48,640,158</b>	<b>6.58%</b>	

17	Total Product Procurement	\$145,281,208
18	Total Service Procurement	\$461,847,623
19	Net Procurement**	\$739,635,043
20	Total Number of WMDVLGBTBEs that Received Direct Spend	64

NOTE: \* FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  
\*\* NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS  
Direct - DIRECT PROCUREMENT  
Sub - SUBCONTRACTOR PROCUREMENT  
% - PERCENTAGE OF NET PROCUREMENT  
\*\*\*SLIGHT DIFFERENCE IN TOTAL OVERALL SPEND DUE TO ROUNDING. <= \$1

<b>COMCAST</b>	<b>2021</b>	<b>G.O. #156 Sec. 9.1.2</b>
<b>WMDVLGBTBE Subcontractor Procurement by Product and Service Categories</b>		

			Products		Services		Total		
			\$	%	\$	%	\$	%	
1	Minority Male	Asian Pacific American	Sub	\$11,484	0.00%	\$229,734	0.03%	\$346,827	0.05%
2		African American	Sub	\$840,954	0.11%	\$201,015	0.03%	\$3,566,580	0.48%
3		Hispanic American	Sub	\$0	0.00%	\$5,472,940	0.74%	\$3,674,664	0.50%
4		Native American	Sub	\$0	0.00%	\$0	0.00%	\$1,375,177	0.19%
5		Total Minority Male	Sub	\$4,677,176	0.63%	\$4,286,071	0.58%	\$8,963,247	1.21%
6	Minority Female	Asian Pacific American	Sub	\$782,000	0.11%	\$907,286	0.12%	\$4,507,394	0.61%
7		African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
8		Hispanic American	Sub	\$2,272,430	0.31%	\$0	0.00%	\$1,788,008	0.24%
9		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
10		Total Minority Female	Sub	\$1,997,685	0.27%	\$4,297,717	0.58%	\$6,295,402	0.85%
11	Total Minority Business Enterprise (MBE)	Sub	\$6,674,861	0.90%	\$8,583,788	1.16%	\$15,258,649	2.06%	
12	Women Business Enterprise (WBE)	Sub	\$625,499	0.08%	\$4,396,544	0.59%	\$12,627,475	1.71%	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
14	Disabled Veteran Business Enterprise (DVBE)	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
15	Other 8(a)*	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
16	<b>TOTAL WMDVLGBTBE</b>	<b>Sub</b>	<b>\$14,853,275</b>	<b>2.01%</b>	<b>\$12,980,332</b>	<b>1.75%</b>	<b>\$27,886,123</b>	<b>3.77%</b>	

17	<b>Total Product Procurement***</b>	<b>\$145,281,208</b>
18	<b>Total Service Procurement ***</b>	<b>\$461,847,623</b>
19	<b>Net Procurement**</b>	<b>\$739,635,043</b>

NOTE: \* FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  
\*\* NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS  
Direct - DIRECT PROCUREMENT  
Sub - SUBCONTRACTOR PROCUREMENT  
% - PERCENTAGE OF NET PROCUREMENT  
\*\*\* (WMDVLGBTBE Only - Comcast does not track non-diverse subcontractors.)

COMCAST	2021	G. O. #156 Sec 9.1.2
WMDVLGBTBE Procurement by Standard Industrial Categories		

SIC Category	Asian Pacific American		African American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)**	Total WMDVLGBTBE	Total Dollars
	Male	Female	Male	Female	Male	Female	Male	Female							
Raw Materials/Construction/Industrial Services (7,8,15,16,17,26,28,32,33,46,49,52)	\$ 1,324,031	\$301,951	\$2,462,671		\$2,735,703		\$1,293,356	\$0	\$8,117,712	\$1,166,117	\$0	\$0	\$0	\$9,283,829	\$333,140,876
	% 0.4%	0.1%	0.7%	0.0%	0.8%	0.0%	0.4%	0.0%	2.4%	0.4%	0.0%	0.0%	0.0%	2.8%	100%
Finished Products / Misc. Goods (20,23,25,31,39,50,51,56,57,59,70)	\$ \$0	\$0	\$0	\$0	\$80,547	\$2,153,855	\$0	\$1,415	\$2,235,817	\$6,982,550	\$0	\$0	\$0	\$9,218,367	\$22,550,009
	% 0.0%	0.0%	0.0%	0.0%	0.4%	9.6%	0.0%	0.0%	9.9%	31.0%	0.0%	0.0%	0.0%	40.9%	100%
Technical Equipment / Analysis Instruments (34,35,36,38)	\$ \$96,188	\$289,111	\$0	\$0	\$0	\$0	\$0	\$0	\$385,299	\$496	\$0	\$0	\$0	\$385,795	\$106,421,781
	% 0.1%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.4%	100%
Transportation / Repair / Food (40,42,45,47,53,54,55,58,75,76)	\$ \$0	\$0	\$3,616,776	\$0	\$0	\$0	\$1,375,177	\$0	\$4,991,953	\$32,583,914	\$0	\$0	\$0	\$37,575,867	\$41,538,103
	% 0.0%	0.0%	8.7%	0.0%	0.0%	0.0%	3.3%	0.0%	12.0%	78.4%	0.0%	0.0%	0.0%	90.5%	100%
Professional Services (61,65,67,73,87,89)	\$ \$349,763	\$4,656,918	\$0	\$0	\$5,556,449	\$4,187,390	\$0	\$0	\$14,750,519	\$3,815,668	\$0	\$425,502	\$0	\$18,991,689	\$113,555,546
	% 0.3%	4.1%	0.0%	0.0%	4.9%	3.7%	0.0%	0.0%	13.0%	3.4%	0.0%	0.4%	0.0%	16.7%	100%
Legal Services (81)	\$ \$0	\$0	\$85,914	\$0	\$0	\$0	\$0	\$0	\$85,914	\$0	\$0	\$0	\$0	\$85,914	\$4,531,126
	% 0.0%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	1.9%	100%
Communications / Other Services (27,48,72,78,80,82,83,86,92,96)	\$ \$0	\$984,459	\$0	\$0	\$0	\$0	\$0	\$0	\$984,459	\$0	\$0	\$0	\$0	\$984,459	\$117,897,242
	% 0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.8%	100%
Rubber & Misc. Plastic Products	\$ \$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$4,991
	% 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	#DIV/0!	0.0%	0.0%	0.0%	100.0%	100%
Transportation Equipment	\$ \$360	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$360	\$0	\$0	\$0	\$0	\$360	\$11,484
	% 100.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
<b>TOTAL</b>	<b>\$ 1,769,981</b>	<b>\$6,232,439</b>	<b>\$6,165,361</b>	<b>\$0</b>	<b>\$8,372,700</b>	<b>\$6,341,245</b>	<b>\$2,668,533</b>	<b>\$1,415</b>	<b>\$31,551,673</b>	<b>\$44,548,745</b>	<b>\$0</b>	<b>\$425,502</b>	<b>\$0</b>	<b>\$76,526,281</b>	<b>\$739,635,043</b>
	% 0.58%	0.55%	1.59%	0.00%	1.59%	0.85%	3.12%	0.00%	4.53%	7.39%	0.00%	0.14%	0.00%	10.35%	100.00%

Total Product Procurement	\$123,539,810
Total Service Procurement	\$616,095,233

Net Procurement***	\$739,635,043
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NOTE: \*FIRMS WITH MULT MINORITY OWNERSHIP STATUS  
 \*\*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  
 \*\*\*NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS  
 TOTAL DOLLARS - TOTAL PROCUREMENT DOLLAR AMOUNT IN THE SPECIFIC SIC CATEGORY  
 % - PERCENTAGE OF TOTAL DOLLARS

COMCAST	2021	G. O. #156 Sec 9.1.2 (D.11-05-019 & D.06-11-028)
Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse		

Data on Number of Suppliers												
# WMDVLGBTBEs	Number of Suppliers Reported to CHS***						Utility-Specific 2020 Summary					
	MBE	WBE	LGBTBE****	DVBE****	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE****	DVBE****	Other 8(a)*	Grand Total
Under \$1 million	5	9				14	5	9				14
Under \$5 million	9	4				13	9	4				13
Under \$10 million	4	5				9	4	5				9
Above \$10 million	15	12				27	15	12				27
<b>TOTAL</b>	<b>33</b>	<b>30</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>64</b>	<b>33</b>	<b>30</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>64</b>

Revenue and Payment Data												
WMDVLGBTBE \$M	Revenue Reported to CHS***						Utility-Specific 2019 Summary					
	MBE	WBE	LGBTBE****	DVBE****	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE****	DVBE****	Other 8(a)*	Grand Total
Under \$1 million	\$2,474,930	\$34,975,104	\$0	\$0		\$37,450,034	\$1,730,256	\$15,311,806	\$0	\$0		\$17,042,062
Under \$5 million	\$43,712,574	\$42,800,000	\$0	\$0		\$86,512,574	\$8,872,722	\$1,919,313	\$0	\$0		\$10,792,036
Under \$10 million	\$34,480,622	\$54,478,592	\$0	\$0		\$88,959,214	\$5,123,544	\$1,070,162	\$0	\$0		\$6,193,706
Above \$10 million	\$1,850,108,907	\$6,330,384,602	\$0	\$0		\$19,114,138,101	\$12,512,253	\$29,560,721	\$0	\$0		\$42,072,974
<b>TOTAL</b>	<b>\$1,912,519,390</b>	<b>\$6,462,638,298</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$19,327,059,923</b>	<b>\$28,238,776</b>	<b>\$47,862,002</b>	<b>\$0</b>	<b>\$425,502</b>	<b>\$0</b>	<b>\$76,526,280</b>

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

CHS: SUPPLIER CLEARINGHOUSE

\*\*\*DATA INCLUDES TOTAL REVENUE RECORDED IN CHS FOR ALL CURRENT SUPPLIERS AS ENTERED BY THE SUPPLIERS.

\*\*\*\* REVENUE DATA NOT AVAILABLE IN CHS.

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

COMCAST	2021	G.O. #156 Sec. 9.1.2
Description of WMDVLGBTBEs with CA Majority Workforce		

Comcast reports 36 of the 64 WMDVLGBTBEs with California Majority Workforce.

COMCAST	2021	G.O. #156 Sec. 9.1.3
WMDVLGBTBE Program Expenses		

Expense Category	Year (Actual)
Wages	\$150,000
Other Employee Expenses	\$0
Program Expenses	\$78,430
Reporting Expenses	\$0
Training	\$0
Consultants	\$0
Other	\$0
<b>TOTAL</b>	<b>\$228,430</b>

COMCAST	2021	G.O. #156 Sec. 9.1.4
Description of Progress in Meeting or Exceeding Set Goals		

Comcast California spending relates to network construction, some of which is associated with the wildfires that again occurred in Northern California. The volume of our construction activity impacts our diversity spend by limiting the number of construction companies that have the scale to support the capacity of work within our plant. The region's Supplier Diversity efforts are still recovering from the three prime business partners. Comcast California experienced a significant loss in CPUC certified diverse spend when a diverse firm no longer was eligible for CPUC certification, although we have prime business partners that are non-diverse, they are reporting their efforts in collaborating with diverse subcontractors. One firm unable to qualify for diverse certification, reported \$3.5 million with CPUC certified subcontractors and engaged during recent opportunities to meet diverse suppliers that could assist with their operations.

As a percent of total procurement, Comcast California's 2021 spending with CPUC-certified businesses decreased, from 11.17% to 10.35%. Year-over-year there was an increase in spend with service-disabled veteran business enterprises (SDVBE) males within the African American, Asian American, Hispanic American, Native American categories, and Hispanic American female spend. Our prime business partners reported an increase in Tier II diverse spending by increasing their participation in partnering through capital spending relative to fleet and engineering. In 2021 continued focus on prime business partner engagement and supporting incumbent business partners provided additional procurement opportunities, internal and external outreach, and securing opportunities for diverse suppliers.

As we reflect on the accomplishments of 2021, we experienced some success stories and areas of opportunity. As we navigated through the second year of the COVID-19 pandemic the key business goals included the safety of our teams and customers along with providing connectivity to the communities that we serve. Our focus was, and remains, to keep our organization and communities safe with the proper personal protective equipment (PPE) and to follow social distancing guidelines. We connected with our business partners to assist in these safety precautions, and they delivered. Native American and DVBE (Disabled Veteran Business Enterprise) firms provided thousands of facial coverings to assist our teams with these efforts during the pandemic. Diverse supplier referrals were provided to our team's enterprise wide and to our business partners for their efforts in implementing safety during the pandemic and California wildfires.

An area of opportunity continues to be identifying diverse prime business partners to support construction, materials, and engineering trades. To ensure quality control, Comcast purchases all materials that our construction suppliers use for expansions and upgrades. This requires our prime construction partners to coordinate shipping and receiving of Comcast materials and exposes them to consistent audits throughout the year. To ensure a uniform customer experience across the region and to maintain quality for our customers, the number of qualifying construction prime business partners is limited. Moreover, adding a construction company to handle an assigned area requires a tremendous amount of investment by the construction company. We continue to evaluate these efforts with our supplier diversity council and our senior leadership.

Comcast procures construction, computer hardware, staffing, and materials through CPUC-certified companies for use throughout the national footprint. While Comcast California spent a total of approximately \$76.5 million with CPUC-certified suppliers in 2021, enterprise-wide over \$1.1 billion was spent with CPUC certified suppliers beyond California. One such instance is our procurement of computer hardware, which is procured through a CPUC-certified supplier.

An area of exploration in 2021 involved analysis of allocations executed through our West Division shared services specifically related to customer service. Through analysis conducted in 2021, it was determined that a CPUC supplier supported the customer service efforts, however, since the spend was accounted for through our West Division as an allocation, we were unable to capture the spend for California diverse spend reporting. Another diverse supplier, partnering within our Centers of Excellence providing care to our customers, does not qualify for CPUC certification due to their financial structure. We have a diverse supplier working within our Centers of Excellence and they recently became a certified CPUC supplier.

COMCAST	2021	G.O. #156 Sec. 9.1.4
<b>WMDVLGBTBE Results and Goals</b>		

Category	2021 Results	2021 Goals
Minority Men	2.57%	4.19%
Minority Women	1.70%	4.19%
Minority Business Enterprise (MBE)	4.27%	8.38%
Women Business Enterprise (WBE)	6.02%	5.38%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	0.02%
Disabled Veteran Business (DVBE)	0.06%	0.24%
<b>TOTAL WMDVLGBTBE</b>	<b>10.35%</b>	<b>14.02%</b>

% - PERCENTAGE OF NET PROCUREMENT



COMCAST	2021	G.O. #156 Sec. 9.1.5
Description of Prime Contractor Utilization of WMDVLGBTBE Subcontractors		

Our partners have a significant role in the success of our operations, and the prime business partners have major roles supporting our initiatives and goals. In 2021, with consistent collaboration and necessary measures in place, Comcast California reported an increase of \$12.1 million in Tier II spend. Our partnerships are vital to our operations and our prime business partners are also integral to the success of Comcast California's Supplier Diversity Program. Prime business partners contributed to supporting Comcast California by virtually attending events throughout the year and participating in matchmaking opportunities, industry panels, and facilitated discussions related to the cable industry and supplier sourcing.

Comcast also seeks to fortify our prime business partners with their subcontracting relationships and foster valuable relationships to support the subcontractors' growth. Specifically, we assist in developing relationships with prospective subcontractors through strong advocacy of our Supplier Diversity Program goals. Over the course of a few years, one of our prime business partners developed a business rapport with a woman-minority owned company. The connection began through participation at a supplier diversity community outreach event in which our partner represented their company and the work that they perform for Comcast California. This serves as an example of the powerful connections our program and partners foster with prospective diverse suppliers. Our goal is to provide resources and opportunities to share information pertaining to CPUC-certified suppliers and create opportunities to further develop diverse supplier subcontractor relationships. We work to achieve this goal through consistent communication with our Supplier Diversity Manager via monthly calls, status reports, and development of their supplier diversity goals within their organizations.

In 2021, our prime business partners, despite the challenges of the pandemic, continued to identify prospective diverse suppliers and support Comcast California's aspirational goals for diverse spend. As many businesses adjusted to the economic strains of the pandemic, so did our prime business partners. In the area of vehicle purchases, our prime business partners reported increases compared to 2020, a volatile year where our partners experienced a decrease in diverse spending. Our partners sought diverse suppliers to support their operational targets in the areas of construction and engineering. Comcast California's 2021 Supplier Diversity Program plan included collaborative efforts and focus in executing diverse spend goals for our partners to achieve. These efforts were led by our California Regions Supplier Diversity Program Manager and our Vice President of Engineering.

On November 11, 2021, Comcast partnered with Charter Communications and Cox to host our 11<sup>th</sup> Annual California Cable Supplier Diversity Symposium. We hosted over 200 virtual attendees for a day of education, engagement, and networking. Participants had the opportunity to learn more about our respective companies' offerings and needs, specifically tailored to the diverse supplier community. Such panel discussions included: *Tier I and II Partnership Success, Procurement with a Purpose*. Our prime business partners, leadership from Comcast California, and our corporate headquarters provided technical assistance through participating in a virtual panel discussion focusing on the future and trends in collaborating in the cable industry, as well participating in over 100 one-on-one meetings to better connect with prospective suppliers. One of our prime partners participated in a panel discussion on how to do business with the organization and sharing their specific needs within their operation supporting our CA Region. This will be a model for our suppliers moving forward into 2022 to provide increased awareness of our prime business partners' operations and their immediate needs.

COMCAST	2021 Annual Report	G.O. #156 Sec. 9.1.5
Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors		

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)*	TOTAL WMDVLGBTBE ***
<b>Direct \$</b>	\$10,013,688	\$6,279,697	\$16,293,385	\$31,921,270	\$0	\$425,502	\$0	\$48,640,158
<b>Subcontracting \$</b>	\$8,963,247	\$6,295,401.30	\$15,258,648	\$12,627,475	\$0		\$0	\$27,886,123
<b>Total \$</b>	<b>\$18,976,935</b>	<b>\$12,575,098</b>	<b>\$31,552,033</b>	<b>\$44,548,745</b>	<b>\$0</b>	<b>\$425,502</b>	<b>\$0</b>	<b>\$76,526,281</b>
<b>Direct %</b>	1.35%	0.85%	2.20%	4.32%	0.00%	0.06%	0.00%	6.58%
<b>Subcontracting %</b>	1.21%	1.71%	2.06%	1.71%	0.00%	0.00%	0.00%	3.77%
<b>Total %</b>	<b>2.57%</b>	<b>2.56%</b>	<b>4.27%</b>	<b>6.02%</b>	<b>0.00%</b>	<b>0.06%</b>	<b>0.00%</b>	<b>10.35%</b>
<b>Net Procurement**</b>		<b>\$739,635,043</b>						

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

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

% - PERCENTAGE OF NET PROCUREMENT

Direct - DIRECT PROCUREMENT

Sub - SUBCONTRACTOR PROCUREMENT

\*\*\*SLIGHT DIFFERENCE IN TOTAL OVERALL SPEND DUE TO ROUNDING. <= \$1

COMCAST	2021	G.O. #156 Sec. 9.1.6
A List of WMDVLGBTBE Complaints Received and Current Status		

No complaints received in 2021.

COMCAST	2021	G.O. #156 Sec. 9.1.7
Description of Efforts to Recruit WMDVLGBTBE Suppliers in Low Utilization Categories		

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

## FINANCIAL SERVICES

Comcast has a longstanding relationship with the diverse banking community and pursues its diversity objectives in the purchase of professional services, including financial services. For more than 25 years, Comcast has demonstrated a strong commitment to hire diverse talent for many of the services we require. Over this time, Comcast either raised capital or used the services of minority-owned, women-owned, and service-disabled veteran-owned institutions for bond underwriting, stock repurchases, commercial paper placement, syndication of our minority-owned credit facility and management of some of our assets as described above. Comcast recently expanded its diversity efforts by making some new cash deposits and entering two high leverage social impact investment commitments, totaling \$35 million in funds, that will help provide loans and secondary capital to minority-owned businesses and community development credit unions in underserved and racially diverse areas. Comcast's commitment to all these programs remains an important aspect of our overall diversification policy.

**364-Day Credit Facility:** For the 17th consecutive year in 2021, Comcast entered a 364-day syndicated revolving credit facility with a group of diverse banks and Community Development Financial Institutions led by African American-owned and controlled United Bank of Philadelphia (as administrative agent).

**Bond Underwriting:** Diverse banks have participated in the underwriting of numerous Comcast bond offerings, adding value to the process, and earning significant income along the way. In the corporate bond market, Comcast used six diverse firms to underwrite approximately \$108 million of financing in 2019 and 11 diverse firms to underwrite approximately \$303 million of financing in 2021. In addition, a bond exchange resulted in 8 firms underwriting approximately \$387 million.

**Diverse Money Managers:** Comcast utilizes diverse firms as money managers. Comcast used, and continues to use, an African American-owned firm to manage a portion of the company's short-term fixed income assets.

**Investment Portal:** Comcast continues to use an investment portal provided by an African American-owned investment bank to invest in money market funds domestically and internationally. Comcast continues to look for opportunities to utilize diverse investment firms and banks that have added value and have demonstrated tangible benefits through the delivery of their services to act as brokers in equity transactions.

## LEGAL SERVICES

Comcast remains committed to working with diverse lawyers and law firms. Comcast was a founding member of the Inclusion Initiative, a collaborative effort of forward-looking companies committed to a measurable increase in the retention of minority- and women-owned law firms by Corporate America, to working with diverse lawyers at majority owned law firms. In an effort 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, Comcast supports diverse bar associations and professional organizations.

The company's legal department has an active and engaged diversity and inclusion council with sub-committees focused on:

- **Pipeline** – Focuses on developing a pipeline of diverse talent by introducing diverse populations to the legal profession.
- **Outside Counsel** – Focuses on engaging and retaining diverse outside counsel, and working with majority firms to encourage hiring, retention and use of diverse counsel.
- **Outreach** – Works with women-owned and minority-owned law firms and serves as attorney liaisons with national affinity groups.

Throughout the year, legal professionals from across the company also participated in outreach activities with NAMWOLF and other organizations focused on improving diversity in the legal profession.

COMCAST

2021

G.O. #156 Sec. 9.1.7

Description of Efforts to Recruit WMDVLGBTBE Suppliers in Low Utilization Categories

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

Our consistent support of diversity within financial and legal services continued with Comcast California's diversity spend, including approximately \$83.4 million with diverse advertising outlets. Burrell Communications, a diverse partner, continues to serve as Comcast Corporation's agency of record for African American and LGBTQ creative advertising, and Gallegos United, a diverse partner, continues to serve as Comcast Corporation's Agency of Record for Hispanic and Asian American/International segments creative advertising.

COMCAST	2021	G.O. #156 Sec. 9.1.11
WMDVLGBTBE Fuel Procurement		

Comcast is not engaged in fuel procurement for energy production.

Note: Comcast doesn't set goals based on Product and Service Spend by Category. Comcast's goals based on projected Diverse Spend by Year

COMCAST	2021	G.O. #156 Sec. 10.1.1
WMDVLGBTBE Annual SHORT, MID, AND LONG-TERM Goals by Product and Service Category		

	Short-Term 2022					Mid-Term 2023					Long-Term 2024				
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE
<b>Products</b>	2.38%	3.26%	0.02%	0.05%	5.70%	1.59%	5.56%	0.20%	0.05%	7.40%	2.06%	6.16%	0.50%	0.25%	8.97%
<b>Subtotal</b>	2.38%	3.26%	0.02%	0.05%	5.70%	1.59%	5.56%	0.20%	0.05%	7.40%	2.06%	6.16%	0.50%	0.25%	8.97%

	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLGBTBE
<b>Services</b>	6.45%	2.25%	0.03%	0.10%	8.84%	8.61%	1.21%	0.03%	0.20%	10.04%	9.25%	1.53%	1.00%	1.25%	13.03%
<b>Subtotal</b>	6.45%	2.25%	0.03%	0.10%	8.84%	8.61%	1.21%	0.03%	0.20%	10.04%	9.25%	1.53%	1.00%	1.25%	13.03%

<b>TOTAL</b>	8.83%	5.51%	0.05%	0.15%	14.54%	10.20%	6.76%	0.23%	0.25%	17.44%	11.31%	7.69%	1.50%	1.50%	22.00%
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COMCAST

2021

G.O. #156 Sec. 10.1.2

## Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year

**2022 Annual Plan**  
**ENHANCING THE PROGRAM IN 2021**  
**(Section 10.1.2)**

**Internal**

We have a comprehensive plan that our senior leadership and supplier diversity council support. We continue to explore methods to connect virtually with diverse suppliers and plan to continue to provide various outreach opportunities on behalf of Comcast, with other joint utilities and business partners. We look forward to implementing Comcast California's 2022 plan, which includes initiatives related to senior leadership engagement, internal diverse spend analysis, and consistent reporting on key data related to CPUC-certified suppliers contract opportunities. Comcast California produces monthly spend reports and shares them through our West Division Supplier Diversity Program working group, Comcast California monthly working group meetings, quarterly senior leadership meetings, and the Supplier Diversity Program Council of California. The consistent analysis will assist our team through corporate, West Division and Comcast California sourcing contract opportunities. Individual stakeholders are responsible for action plans associated with initiating new contracts with qualified diverse suppliers or resolving any potential issues or gaps. Teams will select individuals to champion the program and maintain communication during procurement opportunities through discussions and strategies.

Our leadership team provides outreach, technical assistance, and efforts to support our program goals. Some of the internal initiatives include:

- Enhance existing supplier diversity resource portal – create additional one-click ease in utilizing incumbent diverse suppliers
- Conduct quarterly summits for our prime business partners to maintain support and best practices of identifying and utilizing diverse suppliers
- Sustain Comcast Cable Corporate/West Division/Comcast California collaboration
- West Division and corporate support for efforts to assist Comcast California with resources to exceed goals
- Continued alignment of supplier diversity plans with West Division and corporate
- Monthly participation at finance review senior leadership meetings to create opportunities to strategically plan projects based on the business unit needs
- Continued analysis of West Division and region diverse spend and identification of opportunities
- Periodic Supplier Diversity Program internal correspondence to supervisors and above for updates

As we enter 2022, with support of corporate and West Division, we plan to conduct thorough analysis of our diverse spend and how we can improve the visibility of incumbent diverse suppliers. We have explored promising opportunities within our procurement process, and we are encouraged. For example, we have identified opportunities utilizing broader insight within the call center allocations as well as ensuring that we identify all spend that is diverse.

**External**

Our Supplier Diversity Program Manager's involvement in various community-based organizations leads the way for additional means to advocate on behalf of our internal efforts and provide technical support for prospective diverse suppliers. The leadership roles that our manager possesses affords an additional channel for creativity in supporting diverse suppliers and organizations that promote them. We plan to continue the momentum with our prime business partners and include them in external events to participate in sourcing opportunities. Comcast California strives to seek LGBTQ, SDVBE, and other minority groups such as Native American and African American through consistent outreach. Plans are underway to participate in Meet the Prime events, panel participation, and matchmaking opportunities.



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

## 2022 Annual Plan

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

#### Outreach Opportunities: (Continued)

- Enhance and update portal for easy access to CPUC diverse suppliers and other resources to empower teams
- Establish defined Supplier Diversity Champions within the region
- Meet the Buyer - quarterly opportunities to connect diverse suppliers with internal stakeholders Partnerships with organizations to increase awareness and process of doing business with Comcast, in particular organizations that support LGBTBE (LGBT Certified Business Enterprises) and SDVOB enterprises
- Technical Assistance
- Presentations and mentoring for small, developing companies
- Co-host CA Supplier Diversity Cable Symposium with Charter and Cox and Meet the Buyer including Primes
- WRMSDC (Western Regional Minority Supplier Development Council) Board Member
- WBEC (Women Business Enterprise Council) – Pacific Board Chair and corporate sponsorship outreach
- American Indian Chamber of CA – Board Vice President
- Participation on panel discussions for CPUC, GGBA (GOLDEN GATE BUSINESS ASSOCIATION), Elite, VIB (Veterans in Business) National Conference, WBEC (Women Business Enterprise Council) - Pacific and American Indian Chamber of California

#### Tier II

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

- Establish consistent meeting cadence with prime partner to encourage continued engagement and to discuss opportunities, challenges, and current spend status
- Create partnerships to align and mutually support Supplier Diversity goals and objectives
- Encourage participation of diverse supplier matchmaking/meet the buyer events
- Provide details related to organizations that support supplier diversity and Prime partner participation
- Educate Prime business partners in investing and committing to incorporate diverse suppliers

COMCAST	2021	G.O. #156 Sec. 10.1.3
Plans for Recruiting WMDVLGBTBE Suppliers in Low Utilization Areas		

Nationwide, Comcast remains committed to the use of diverse suppliers, which includes increasing partnerships with diverse organizations and Tier II subcontractors, encouraging Prime suppliers to work with diverse vendors, and grow existing initiatives. See [Comcast Supplier Diversity](#). Comcast California will participate in these company-wide initiatives.

COMCAST	2021	G.O. #156 Sec. 10.1.4
Plans for Recruiting WMDVLGBTBE Suppliers Where Unavailable		

Plans will be developed when or if new areas of technology or services materialize based on future Corporate products and service initiatives.

<b>COMCAST</b>	<b>2021</b>	<b>G.O. #156 Sec. 10.1.5</b>
<b>Plans for Encouraging Prime Contractors to Subcontract WMDVLGBTBE Suppliers</b>		

Plans include encouraging both prime contractors and grantees to engage diverse suppliers in all categories, which provides subcontracting opportunities.

COMCAST	2021	G.O. #156 Sec. 10.1.6
Plans for Complying with WMDVLGBTBE Program Guidelines		

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

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

Annual Energy Product Results by Ethnicity and WMDVLGBTBE Certification

(All dollar figures in \$MM)

Product <sup>1</sup>	Unit	Results by Ethnicity & Gender												Results by WMDVLGBTBE Certification					Total WMDVLGBTBE Procurement Spend	Total Procurement Spend			
		Asian Pacific American			African American			Hispanic American			Native American			Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Other 8(a) <sup>3</sup>					
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total	Total	Total	Total	Total					
NATURAL GAS	SHORT TERM	\$																					
		%																					
	LONG TERM	\$																					
		%																					
	Total Natural Gas	\$																					
		%																					
LPG	SHORT TERM	\$																					
		%																					
	LONG TERM	\$																					
		%																					
	Total LPG	\$																					
		%																					
Overall Total \$																							
Overall Total %																						Overall WMDVLGBTBE%:	

**Note:**  
 Short Term The term of the deal is no longer than one calendar month  
 Long Term The term of the deal is greater than one calendar month but less than 1 calendar year  
<sup>1</sup>Excludes purchases from the CAISO, other IOUs, utilities, Federal entities, State entities, Municipalities and cooperatives  
<sup>2</sup>Firms with multi-minority ownership status  
<sup>3</sup>Includes Non-WMDVLGBT firms classified as 8(a) of Small Business Administration  
 % - percentages calculated by the Row Category Total Procurement Spend

Annual Power Product Results by Ethnicity and WMDVLGBTBE Certification

(All dollar figures in \$MM)

Product <sup>1</sup>	Unit	Results by Ethnicity & Gender												Results by WMDVLGBTBE Certification						Total WMDVLGBTBE Procurement Spend <sup>3</sup>	Total Procurement Spend			
		Asian Pacific American			African American			Hispanic American			Native American			Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Other 8(a) <sup>6</sup>	Subcontracting Total					
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Total	Total	Total	Total	Total	Total					
Power Purchased	Renewable Power Products Direct	\$																						
		%																						
	\$ <sup>2</sup>																							
	% <sup>2</sup>																							
Non-Renewable Power Products Direct	Physical	\$																						
		%																						
	\$ <sup>2</sup>																							
	% <sup>2</sup>																							
Fuels for Generation	Diesel Direct	\$																						
		%																						
	Nuclear Direct	\$																						
		%																						
Natural Gas Direct	Physical	\$																						
		%																						
Post 2011	SubTotal of Columns <sup>2</sup>	\$																					\$ -	\$ -
	SubTotal % of Total Procurement Spend	%																						Overall WMDVLGBTBE %-
ALL	SubTotal of Columns <sup>4</sup>	\$																					\$ -	-
	SubTotal % of Total Procurement Spend	%																						Overall WMDVLGBTBE %-

Notes:

<sup>1</sup>Excludes purchases from the CAISO, other IOUs, utilities, Federal entities, State entities, Municipalities and cooperatives

<sup>2</sup>Includes only long term power procurement commitments after June 6, 2011 or as a result of RFOs after June 6, 2011

<sup>3</sup>Total WMDVLGBTBE spend does not include pre-COD subcontracting values

<sup>4</sup>Includes all power procurement commitments

<sup>5</sup>Firms with multi-minority ownership status

<sup>6</sup> Firms classified as 8(a) by the Small Business Administration includes non-WMDVLGBTBE

% - percentages calculated by the Row Category Total Procurement Spend