



2021 Diversity Procurement Report and 2022 Plan of
Cox Communications California, LLC and
Cox California Telcom, LLC

General Order 156

Connecting
to the power of
Diversity



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

March 1, 2022

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Introduction

Why This Report Is Filed by a Telephone Corporation and a Cable Corporation

Cox Communications, Inc. provides cable, high-speed Internet, wireline voice & transport and home security & automation services in California and 15 other states. In California, services are provided by the following companies:

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

Cox California Telcom, LLC is a public utility and subject to CPUC General Order 156, *Rules Governing the Development of Programs to Increase Participation of Women, Minority, and Disabled Veteran Business Enterprises in Procurement of Contracts from Utilities as Required by Public Utilities Code Sections 8281-8286* ("GO 156"). Cox California Telcom, LLC does not have GO 156-reportable procurement activities. Cox California Telcom, LLC's unregulated parent companies have a nationwide Supplier Diversity Program. This report contains information about the unregulated parent companies' program.

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

While Cox strives to provide information about its Supplier Diversity program as set forth in GO 156, Cox's program differs from GO 156 in some ways because it was not developed pursuant to GO 156 (as the unregulated parent companies are not subject to GO 156). Therefore, some of Cox's data is different from what other companies may report to the CPUC. For instance, Cox's supplier diversity program includes spend with certified Disability-Owned Business Entities, which currently are not included in GO 156. Additionally, this report provides information about Cox's national and California procurement activities, thus reported procurement represents Cox's spend nationwide (and not just for California operations). While there are some differences, Cox believes that our program shares the same goal as GO 156 – to increase procurement opportunities for historically disadvantaged suppliers.

Cox's Commitment to Inclusion, Diversity & Equity

At Cox, we champion inclusion, reflect our diverse communities and empower our great people to build a better future together. This is our vision for Cox's inclusion, diversity and equity efforts, and it reflects the thoughtful work of employees across the enterprise.

We work to weave diversity and inclusion into the Cox culture through:

- **Awareness** – Increase employee and customer awareness around diversity and inclusion. Drive deeper awareness and understanding of diversity, inclusion and equity as a business imperative.
- **Inclusivity** – Promote inclusivity by empowering teams and individual members to recognize, value and leverage diverse perspectives, fostering innovation.
- **Operational Excellence** – Partner with key stakeholders to maximize business opportunities. Ensure that diversity, inclusion and equity are woven into how we interact with our employees, customers, communities and suppliers.

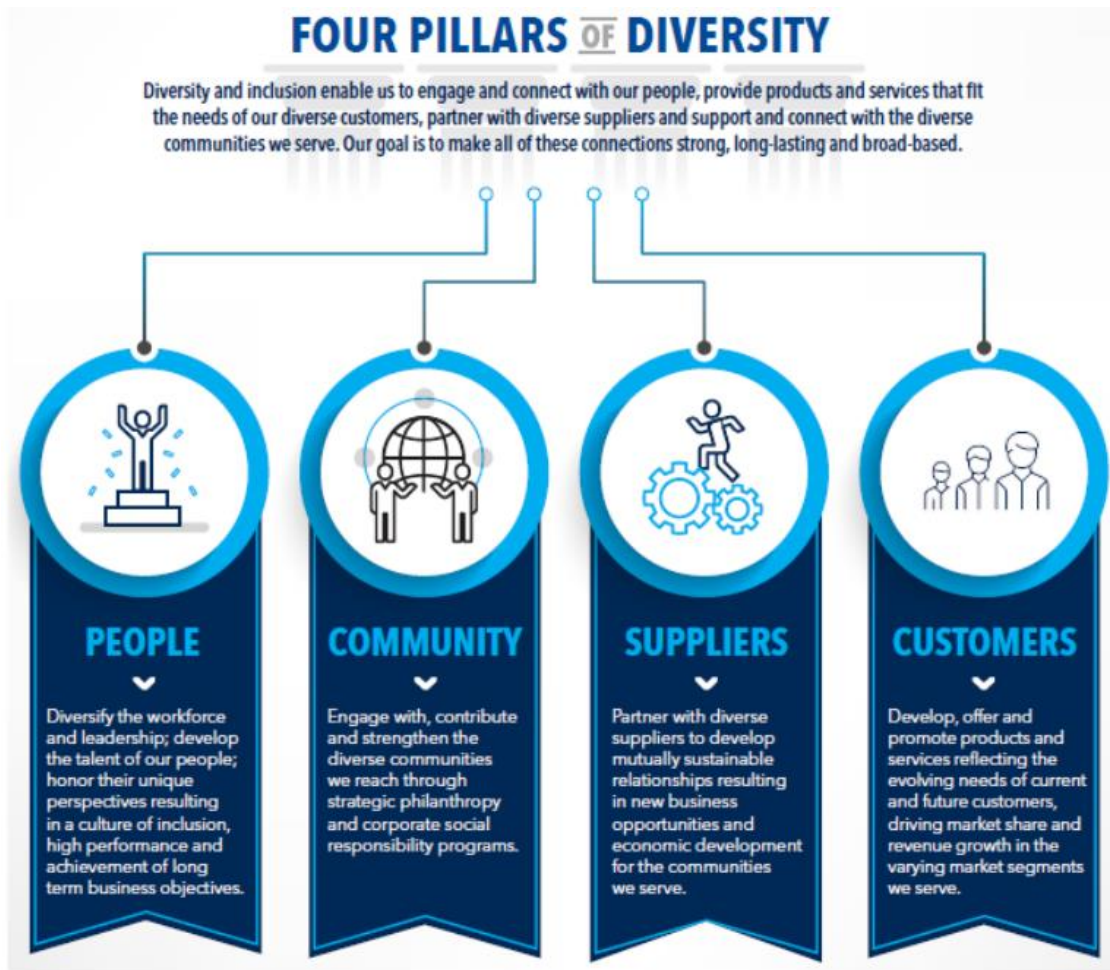
Awards & Recognition



Cox's National ID&E Council

Cox's commitment to diversity and inclusion ensures the perspectives, needs and priorities of our people, customers, suppliers and communities are reflected in our company's vision. The National ID&E Council is charged with ensuring inclusion, diversity and equity receive focused attention and action.

The Council has four sub-teams that focus on our Four Pillars of Diversity: Our People, Customers, Communities & Suppliers.



“Diversity and inclusion has been at the core of Cox Communications’ mission and values for more than 50 years. I’m proud of the work we continue to do to foster diversity with our people, customers, suppliers and in the community.”

Pat Esser, President

Overview of Cox’s Supplier Diversity Program

Mission

Meeting the needs of our diverse customer base requires collaboration with diverse suppliers. Moreover, a diverse supplier base provides us with a clearer understanding of our customers while providing economic growth in the communities we serve. With that in mind, it’s easy to see why supplier diversity is of fundamental importance to Cox. It’s part of our value system and our corporate business strategy.

Program Overview

At Cox, we value and encourage the use of qualified minority-owned (MBE), women-owned (WBE), veteran-owned (VBE), service-disabled veteran-owned (SDVOB), lesbian, gay, bisexual and transgender-owned (LGBTBE), and disabled-owned (DOBE) business enterprises in our company-wide purchasing processes. We seek to form mutually beneficial alliances with suppliers who offer products or services that are of high quality, competitively priced and come with excellent customer service.

Our Supplier Diversity Program is a business strategy to maximize opportunities for diverse-owned suppliers which helps keep Cox flexible, innovative, competitive, and enables revenue and economic impact in the communities we serve. Additionally, sourcing products and services from suppliers of different backgrounds helps to sustain and transform the supply chain while reflecting the communities we serve. Our strategy includes Tier I (direct spend) and Tier II (subcontract, etc.) opportunities for broadest coverage.

Who qualifies as a diverse-owned supplier?

A business certified by an independent 3rd party to be headquartered in the US that is at least 51% owned, operated and controlled by US citizens or lawful permanent residents who identify as members of one or more diversity groups:

Minority -owned (MBE)*
Woman-owned (WBE)
Veteran (VBE)

Service-Disabled Veteran-owned (SDVOSB)
LGBTQ-owned (LGBTBE)
Disabled Individual-owned (DOBE)

*African American, Asian Pacific American, Hispanic American, Native American, Asian-Indian Americans, and Alaskan ethnic groups

3rd Party Certifications

Agency	Segment(s) Supported
National Minority Supplier Development Council (“NMSDC”)	Minority Business Enterprise
Women Business Enterprise National Council (“WBENC”)	Women Business Enterprise
US Department of Veteran’s Affairs (“VA”)	Veteran/SD Veteran Business Enterprise
National Veterans Business Development Council (“NVBDC”)	Veteran/SD Veteran Business Enterprise
National Gay & Lesbian Chamber of Commerce (“NGLCC”)	LGBTQ Business Enterprise
Disability: In	Disabled Owned Business Enterprise
Government^ (e.g. CA Supplier Clearinghouse)	All

Regional affiliate chapters of the organizations above also accepted. Some state and local government certifications accepted.

Our Partners



Resources

Cox Supplier Diversity Program Information:

<https://www.cox.com/content/cox/aboutus/corporate/pages/suppliers/supplier-diversity.html>

Cox Supplier Registration:

<https://cox.supplierone.co/>



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

George Richter, SVP Supply Chain Management

2021 At A Glance

2021 Spend Summary

Cox achieved an overall diversity spend of **\$721,974,630**

Tier 1: \$ (MBE, WBE, DOBE, VET, SDVB, LGBTBE): \$647,962,217

Tier 2: \$ (MBE, WBE, DOBE, VET, SDVB, LGBTBE, SBA, HUBZONE): \$74,012,413

Cox maintained **24%** of total discretionary procurement spend as diverse in 2021.

Three key themes emerged from Cox's 2021 supplier diversity work:

1. Tier 2 Program Compliance
2. Relationship Building
3. Strategic Partnerships

Summary

2021 was a year of adapting to a changing supply chain environment. Despite worldwide supply chain challenges, Cox had a successful year in maintaining a varied supply base, fueling mutual growth, and staying committed to economic growth in the communities we serve.

In 2021, Cox focused on innovation by creating new programs to support our diverse suppliers while continually improving upon world-class best practices. Despite travel restrictions and the need to socially distance, we were still able to host and participate in events that gave diverse suppliers an opportunity to meet with our sourcing team and business stakeholders for matchmaking and business opportunities through virtual platforms. Cox continued to engage senior executives, the parent company/divisions, and all local markets to successfully achieve program goals.



Cox	2021	G.O. #156 Sec. 9.1.1
Description of WMDVLGBTBE Program Activities During the Previous Calendar Year		

Internal Program Activities

Cox’s Supply Chain team remains committed to increasing internal awareness of the benefits of using diverse suppliers. Cox ensures that senior leaders are both familiar with and engaged in the Supplier Diversity program. Throughout the year, the Supply Chain team held “Supplier Diversity 101” trainings for newly hired employees and during numerous team meetings, including various Cox Employee Resource Groups (“ERG”) meetings which focus on diversity and inclusion.

Throughout the year, the Supply Chain team provided support and resources to the Supplier Diversity pillar of our California Diversity and Inclusion Council. This pillar is made up of a cross-functional group of employees and senior leaders from California that are focused on Cox’s diversity efforts, including supplier diversity. California’s Council is one of several regional Councils that are modeled after our national Council, which is made up of leaders from around the country and led by our company’s President. The Supplier Diversity pillars across our enterprise serve to not only educate employees but also identify local vendors to meet local needs, thereby helping Cox to meet its annual Supplier Diversity goals.

The Supplier Diversity program also continued to support the Cox Business sales team, which provides services to small, medium and enterprise customers, by creating custom RFP response language and collateral to be used by the Cox Sales Resource Center. Supplier diversity remains a revenue enabler and facilitates tier 2 reporting to our larger customers. A senior leader from Cox Business even served as a committee member on the national and regional diversity councils helping to affirm supplier diversity goals.

Actions Speak

In response to the social injustices experienced in 2020, Cox Enterprises created an Actions Speak task force, a diverse, cross-divisional group of leaders focused on inclusion and diversity. This team’s vision is to champion an open environment, where everyone feels empowered to make their mark by using their unique greatness to fuel innovation, drive continuous growth and build a better future – today. Through Action Speak, we aim to create a long-term, sustainable difference that will touch almost every aspect of how we operate and engage with employees, customers, suppliers, and elected officials. To keep the momentum going in 2021, the Actions Speak team identified four high-priority focus areas, including supplier diversity.

As part of this heightened focus on supplier diversity, our Supplier Diversity team worked with enterprise-wide leaders to develop initiatives to help diverse-owned businesses grow, thrive, and compete through tools such as continuing education programs and investment in underrepresented firms and funds. As a result, Cox Enterprises has committed to spending one billion dollars with diverse-owned businesses by 2026.

ID&E

In 2021, Cox continued to champion inclusion and promote fairness and equity across the business. We did this by expanding our ID&E practitioners and launching the Center for Inclusion to drive the company's ID&E strategy and enable all employees to Champion Inclusion. As a result, Cox maintained a diverse workforce and is on track with our enterprise-wide goal of improving executive people of color (POC) representation by 2026.

In addition, Cox positively impacted the community and for the second year, the Corporate Social Responsibility team oversaw our commitment to offering \$1 million in donations per year to racial and social justice organizations. In 2021, we added to the list of organizations we support through this effort, ensuring that inclusion, diversity, and equity are at the heart of our Cox Enterprises social goal of empowering 34 million people to live more prosperous lives by 2034.

External Program Activities

Supplier outreach remained a critical component of the Supplier Diversity program in 2021 and Cox continued to see advances related to longer-term, foundational strategies and relationship building installed earlier in the program journey.

Since its inception, diverse supplier matchmaking has been a vital component of the Supplier Diversity program strategy with Cox's efforts growing more targeted and strategic each year. Specifically, category planning has become a key component for our sourcing program and is leveraged when matchmaking opportunities are reviewed diligently, with return on investment and mutual value as crucial factors. In 2021, we saw increased engagement in matchmaking events from our strategic sourcing team and business partners due to the virtual environment that helped make the events more accessible. Increased participation in matchmaking has led to more thoughtful matchmaking and sustained relationships with prospective suppliers that continued to pay off in 2021. We also launched a new program, leveraged events, and continued participation with certifying agencies.

Launch of Certification Assistance Program

In 2021, Cox sought to expand resources for diverse suppliers by establishing the Cox Certification Assistance Program. The purpose of the Certification Assistance Program is to educate diverse businesses working for Cox on the benefits of being certified and to serve as a resource to them as they seek to become certified.

The Certification Assistance Program includes the following elements:

1. Education around certification
2. Coaching by Supplier Diversity professionals
3. Connection with critical contacts at certifying organizations

Through this program, Cox engaged 42 suppliers in 2021: (5) certified, (3) submitted applications, (3) applications in progress, and (31) in the pipeline for 2022. The program brought in an additional \$6M in certified diverse spending for all Cox companies; \$2M was with Cox Communications.

In 2021, Cox also engaged in a pilot program with Certify My Company (CMC), a disability and woman-owned business, providing project management resources by collecting all documentation either from the supplier or a knowledge source. Certify My Company reviews all documentation, completes the online application, and facilitates the process on behalf of the supplier, which is considered a high-touch concierge-level service. Cox understands the constraints and hardships businesses have faced over the last few years and, thus, is providing this resource free of charge to those who qualify to help diverse-owned enterprises succeed.

In its first year, the Certification Assistance Program has already proved to be extraordinarily productive, and it has received support from senior-level executives to be extended into 2022.

2021 Event Partnerships

In September, Cox hosted "Value Chain Voyage," a virtual event in partnership with The Coca-Cola Company, Delta and UPS with over 345 total registrants. Cox connected diverse suppliers to crucial value chain partners, internal stakeholders, and supplier diversity representatives at this one-day summit. One of the main goals was to introduce qualified diverse suppliers to Tier 2 contractors. The agenda included a supplier showcase allowing diverse vendors to present to corporations and prime suppliers. The diverse vendors were prepped on audience member needs and received personal coaching from a business coach. A key metric of the event was that 76% of the event budget was spent with diverse suppliers (WBE, DBE, MBE, MDBE). We received encouraging testimonials from attendees and participants of this virtual event.

Value Chain Voyage Testimonials
<i>I THOUGHT THIS WAS A VERY INNOVATIVE EVENT FOR DIVERSE SUPPLIERS TO NETWORK WITH LARGE CORPORATIONS SUCH AS OURS. I DEFINITELY THINK THIS SHOULD CONTINUE TO HAPPEN ON A QUARTERLY BASIS BECAUSE SOMETIMES WE STRUGGLE TO FIND A MBE IN CERTAIN CATEGORIES, AND THIS GIVES ANOTHER AVENUE FOR SEARCHING FOR PROSPECTS. SUMMER WAS EXTREMELY RESPONSIVE, AND I APPRECIATE THE EFFORT THAT WAS PUT IN TO MAKE THIS A SUCCESSFUL VIRTUAL EVENT. THE VENDORS ALSO FELT THIS WAS REALLY BENEFICIAL, SO I LOOK FORWARD TO SEEING IF YOU DO MORE OF THESE!</i>
<i>THE MATCHMAKING SESSION WAS GREAT; I WISH IT WERE A LITTLE LONGER. GREAT JOB ON MATCHING COMPANIES THAT COULD BE A FIT FOR EACH OTHER.</i>
<i>HIGH ENERGY EVENT WITH LOTS OF GREAT INFORMATION TO LEARN AND GROW MY BUSINESS! THANK YOU!</i>



In November, Cox hosted the 11th Annual California Cable Supplier Diversity Symposium in partnership with Comcast and Charter. The symposium is a high impact, one-day event that strategically connects diverse suppliers to supplier diversity program teams, buyers, category managers, and large prime suppliers. This year’s event focus was "Winning Together: Collaborative Partnerships." With 397 registrants, the event hosted matchmaking, a keynote, and three panel sessions.

The event opening and closing remarks and the keynote were given by executives from Cox, Comcast, and Charter, discussing ways to stay connected, procurement practices, and successful partnerships. The keynote presented by a Cox SVP discussed “Keeping America Connected,” focusing on market expansion and rural development. Diverse suppliers received insider insight into opportunities tied to changes and increases within the cable industry. The second session focused on procurement with a purpose. A panel of diverse suppliers shared how they aligned their values with critical cable company community initiatives and culture. They shared how they have impacted the communities within which they live, serve, and work. The last session focused on the keys to success for Tier 1 and Tier 2 partnerships by having top Tier 1 cable partners share incredible insights into the journey of developing relationships and winning business. We received positive feedback from attendees of this virtual event.



California Cable Symposium Feedback
<i>This was a great lineup of speakers and diversity coordinators at the cable companies. I learned a lot from the presentations, networked with fellow attendees, asked questions, and followed up with people who presented or I met. I have arranged some meetings with these people, and I hope it will lead to partnerships and new work for my company.</i>
<i>Great summit, well prepared, and thoughtful agenda. Thanks!</i>
<i>I love how companies like Comcast and Cox are taking real, tangible steps and prioritizing diverse suppliers.</i>

Agency Engagement

In 2021, focused on furthering our commitment to promoting disability inclusion, Cox co-sponsored Disability:IN’s “Pitch Perfect Challenge.” Cox was able to have one of our supply chain leaders as well as one of our DOBE diverse suppliers participate as judges during the supplier pitches alongside other sponsors. Various certified DOBE, Service-Disabled Veteran-DOBE, and Veteran DOBE participants had the opportunity to share their stories and deliver 5-minute elevator pitches. The multi-round virtual format allowed suppliers to get the attention of corporate decision-makers and fellow entrepreneurs across the entire Disability:IN network.

Cox also participated in the Georgia Minority Supplier Development Council’s (GMSDC) virtual Business Opportunity Exchange. Six sourcing professionals participated in one-on-one matchmaking and formed connections with over ten diverse suppliers. In addition, a Cox sourcing Director participated in the GMSDC mentorship program, mentoring an IT firm which resulted in certification as an implementation provider.

In addition, our market champions participated in the Diversity Leadership Alliance workshop and hosted a virtual vendor table. Cox was also proud to sponsor the NMSDC virtual national conference and the NGLCC “Back to Biz” national conference in 2021.

Overall, Cox maintains positions on the Disability:IN national certification committee, the NGLCC procurement council, the Disability:IN procurement council, and the GMSDC board of directors. Additionally, Cox maintains partnerships with NMSDC, WBENC, Disability:IN, NGLCC and TechSCALE.

Small Business Leadership Academy

Continuing in the virtual world, Cox enhanced our Small Business Leadership Academy in 2021. Due to the virtual nature of our program, we were able to expand the cohorts to include companies outside of the program footprint. In addition, Cox continued to invest in our certified diverse-owned suppliers by awarding a total of 56 scholarships for small, diverse suppliers and Cox Business customers to attend Cox Small Business Leadership Academies across five educational partner universities in 2021.

Partner University	Scholarships Awarded
University of Nevada Las Vegas	Combined with ASU for 2021
Delgado Community College (New Orleans)	17
University of San Diego	6
Arizona State University	13
Old Dominion University	20

These continuing education programs have helped small, diverse suppliers of Cox become better suppliers and better companies in the communities Cox serves. In 2021, Cox expanded the program to include a post-program yearbook and a market lead handbook. The post program yearbook will help cohorts connect after graduation and the market lead handbook will make it easier to expand into more markets.

Cox Small Business Leadership Academy Supplier Feedback
<i>As a professional in the event industry, identifying my competitive edge is critical to my company’s success.</i>
<i>The contract negotiations module helped me understand contracts.</i>

Recruiting Events

Throughout 2021, Cox employees and senior leaders participated in many recruiting events hosted by Cox or various chambers and supplier diversity organizations. A sample of the events we participated in include:

Event	Segment	Date	Location
GMSDC Executive Breakfast Series featuring SVP of Cox Communications Supply Chain, George Richter	MBE	2/17	Virtual
VDART Conference Panelist: Supplier Diversity – New, Now and Next Trends	MBE	2/19	Virtual
Georgia Power’s Virtual Minority Chambers of Commerce Forum Panelist: Membership has its rewards: How to join the Supplier Diversity Networks of various Corporations	All	3/23	Virtual
CPUC Joint Utilities Virtual Small/Diverse Business Expo	All	4/28	Virtual
PCON – Best Practices to enable diverse suppliers to succeed in your organization (panelist)	All	5/20	Virtual
GMSDC BOE	MBE	5/20	Virtual
NGLCC Legal Biz Development Roundtable	LGBTQ	7/13	Virtual
Supply Chain Now: The Voice of Supply Chain Podcast	All	9/10	Virtual
GMSDC Spirit of Alliance Awards	MBE	9/16	Virtual
Value Chain Voyage	All	9/21	Virtual
NGLCC Back to Business Summit	LGBT	11/17-11/19	In Person
GMSDC Masters of the Links Golf Tournament	MBE	12/13	In Person

Cox	2021 Annual Report	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Annual Results by Ethnicity		

			[Year] of Report			
			Direct	Sub	Total \$	%
1	Minority Male (MBE, non-WBE)	Asian Pacific American	\$50,756,927	\$0	\$50,756,927	1.6%
2		African American	\$312,085,506	\$0	\$312,085,506	9.6%
3		Hispanic American	\$19,877,360	\$0	\$19,877,360	0.6%
4		Native American	\$18,162,419	\$0	\$18,162,419	0.6%
5		Unspecified	\$65,668,407	\$28,151,202	\$93,819,609	2.9%
6		Total Minority Male		\$466,550,619	\$28,151,202	\$494,701,821
7	Minority Female (MBE, WBE)	Asian Pacific American	\$0	\$0	\$0	0.0%
8		African American	\$0	\$0	\$0	0.0%
9		Hispanic American	\$0	\$0	\$0	0.0%
10		Native American	\$0	\$0	\$0	0.0%
11		Unspecified	\$0	\$0	\$0	0.0%
12		Total Minority Female		\$0	\$0	\$0
13	Minority Unspecified Gender	Asian Pacific American	\$0	\$0	\$0	0.0%
14		African American	\$0	\$0	\$0	0.0%
15		Hispanic American	\$0	\$0	\$0	0.0%
16		Native American	\$0	\$0	\$0	0.0%
17		Unspecified	\$0	\$0	\$0	0.0%
18		Total Minority Unspecified Gender		\$0	\$0	\$0

19	Total Minority Business Enterprise (MBE)		\$466,550,619	\$28,151,202	\$494,701,821	15.2%
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20	Women Business Enterprise (WBE)		\$149,325,135	\$13,930,838	\$163,255,973	5.0%
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21	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$614,850	\$305,418	\$920,268	0.0%
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22	Disabled Veteran Business Enterprise (DVBE)		\$14,216,360	\$414,365	\$14,630,725	0.4%
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23	Veteran Business Enterprise (VBE)		\$11,172,486	\$2,215,285	\$13,387,771	0.4%
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24	Disabled-Owned Business Enterprise (DOBE)		\$6,040,486	\$625,664	\$6,666,150	0.2%
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25	Other 8(a)*		\$0	\$28,369,641	\$28,369,641	0.9%
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26	TOTAL WMDVLGBTBE		\$647,919,935	\$74,012,413	\$721,932,349	22.2%
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27	Net Procurement**	\$3,256,604,617
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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

				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male <i>(MBE, non-WBE)</i>	Asian Pacific American	Direct	\$30,859,032	1.40%	\$19,897,895	1.89%	\$50,756,927	1.56%
2		African American	Direct	\$312,005,497	14.16%	\$80,010	0.01%	\$312,085,506	9.58%
3		Hispanic American	Direct	\$15,309,327	0.69%	\$4,568,033	0.43%	\$19,877,360	0.61%
4		Native American	Direct	\$2,419,850	0.11%	\$15,742,570	1.50%	\$18,162,419	0.56%
5		Unspecified	Direct	\$13,625,826	0.62%	\$52,042,581	4.94%	\$65,668,407	2.02%
6		Total Minority Male	Direct	\$374,219,531	16.98%	\$92,331,088	8.77%	\$466,550,619	14.33%
7	Minority Female <i>(MBE, WBE)</i>	Asian Pacific American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
8		African American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
9		Hispanic American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
10		Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
11		Unspecified	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
12		Total Minority Female	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%

13	Total Minority Business Enterprise (MBE)		Direct	\$374,219,531	16.98%	\$92,331,088	8.77%	\$466,550,619	14.33%
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14	Women Business Enterprise (WBE)		Direct	\$81,912,270	3.72%	\$67,412,864	6.40%	\$149,325,135	4.59%
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15	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$172,275	0.01%	\$442,575	0.04%	\$614,850	0.02%
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16	Disabled Veteran Business Enterprise (DVBE)	1E+07		\$13,894,460	0.63%	\$321,900	0.03%	\$14,216,360	0.44%
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17	Veteran Business Enterprise (VBE)		Direct	\$16,748	0.00%	\$11,155,738	\$0.0	\$11,172,486	0.34%
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18	Disabled-Owned Business Enterprise (DOBE)		Direct	\$1,667,204	0.08%	\$4,373,282	\$0.0	\$6,040,486	0.19%
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19	Other 8(a)*		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
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20	TOTAL WMDVLGBTBE		Direct	\$471,882,488	21.41%	\$176,037,447	16.72%	\$647,919,935	19.90%
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21	Total Product Procurement	\$2,203,956,572
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22	Total Service Procurement	\$1,052,648,045
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23	Net Procurement**	\$3,256,604,617
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24	Total Number of WMDVLGBTBEs that Received Direct Spend	201
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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 Subcontractor Procurement by Product and Service Categories

Cox does not receive procurement spend by product and service categories for subcontractors. Therefore, Cox does not have data responsive to this section.

Cox	2021 Annual Report	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Procurement by Standard Industrial Categories		

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

Cox	2021 Annual Report	G.O. #156 Sec. 9.1.2
Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse		

Cox does not track our suppliers' revenue reported to the Clearinghouse. Therefore, Cox does not have data responsive to this section.

Cox	2021 Annual Report	G.O. #156 Sec. 9.1.2
Description of WMDVLGBTBEs with CA Majority Workforce		

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

Cox	2021 Annual Report	G.O. #156 Sec. 9.1.3
WMDVLGBTBEs Program Expense		

Cox does not separately track expenses specific to its Supplier Diversity program from its overall Supply Chain expense budget. Therefore, Cox does not have data responsive to this section.

Description of Progress in Meeting or Exceeding Set Goals

2021 was a year of getting back to business by adapting to a changing supply chain environment. Cox had a successful year in maintaining a varied supply base, fueling mutual growth and staying committed to economic growth in the communities we serve. Cox continues to sustain a premiere and mature supplier diversity program. While continuing to build off the momentum set by initiatives started in 2020, Cox just missed the 28% of discretionary spend target in 2021, achieving 24%. Cox created and supported a program to get suppliers certified, supported a Small Business Leadership Academy and achieved diverse spend of goals all while continually improving world-class best practices.

Cox	2021 Annual Report	G.O. #156 Sec. 9.1.4
WMDVLGBTBE Results and Goals		

Cox establishes a goal for its Supplier Diversity program overall but not specific to certain diverse vendor categories. Therefore, Cox does not have information responsive to this section.

Description of Prime Contractor Utilization of WMDVLGBTBE Subcontractors

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

Continuing to expand on our maturing Tier 2 program, Cox used 2021 to focus on reporting compliance. Cox engaged supplier.io to implement its reporting platform and saw a significant increase in reporting submissions. Supplier.io's tool, Uniter, is a platform designed to make it easier for companies to state their Tier 2 supplier diversity spend. Instead of requiring companies to learn and use different systems for each customer, UniTier is designed to enable companies to report their information using only one platform.

The Sourcing and Procurement teams and the Supplier Diversity team also worked to enhance the supplier experience with our Tier 2 reporting tools. The team created an onboarding document to strengthen our communication around the program and continued to audit Tier 2 contract language to find opportunities to drive reporting compliance.

Cox set a goal of 50% reporting compliance. The project plan began in early 2021 and entailed communicating with current prime suppliers, auditing and updating prime supplier lists, launching an email campaign to educate suppliers on the new program, and testing reports with a few primes before going live. Cox was also able to get customized reporting, allowing for a deeper review and quicker follow-up with prime suppliers. As a result of this focused effort, Cox reached 89% in reporting compliance and over \$74M in Tier 2 spend from suppliers registered in the new tool. Focusing on increasing the number of suppliers reporting was a success for Cox in 2021.

Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors

			^{*newly added}					^{*newly added}	^{*newly added}		
	Minority Male	Minority Female	Minority Unspecified Gender	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Veteran Business Enterprise (VBE)	Disabled-Owned Business Enterprise (DOBE)	Other 8(a)*	TOTAL WMDVLGBTBE
Direct \$	\$466,550,619	\$0	\$0	\$466,550,619	\$149,325,135	\$614,850	\$14,216,360	\$11,172,486	\$6,040,486	\$0	\$647,919,935
Subcontracting \$	\$28,151,202	\$0	\$0	\$28,151,202	\$13,930,838	\$305,418	\$414,365	\$2,215,285	\$625,664	\$28,369,641	\$74,012,413
Total \$	\$494,701,821	\$0	\$0	\$494,701,821	\$163,255,973	\$920,268	\$14,630,725	\$13,387,771	\$6,666,150	\$28,369,641	\$721,932,349

Direct %	15.53%	0.00%	0.00%	15.53%	4.97%	0.02%	0.47%	0.37%	0.20%	0.00%	21.57%
Subcontracting %	0.94%	0.00%	0.00%	0.94%	0.46%	0.01%	0.01%	0.07%	0.02%	0.94%	2.46%
Total %	16.47%	0.00%	0.00%	16.47%	5.43%	0.03%	0.49%	0.45%	0.22%	0.94%	24.03%

Net Procurement**	\$3,003,975,439
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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

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

Cox did not receive any WMDVLGBTBE complaints in 2021.

Description of Efforts to Recruit WMDVLGBTBE Suppliers in Low Utilization Categories

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

Communications Equipment

Some of Cox's largest expenditures involve network equipment. To that end, several years ago Cox looked beyond the traditional Tier 2 arrangements usually seen in this category and worked on a solution that would bring diverse vendors in as Tier 1 vendors. Cox purchases much of its equipment directly from two minority-owned logistics companies. Beyond obtaining needed customer and network equipment, these arrangements greatly benefit Cox by creating a consistent experience for ordering, packaging, and delivery of equipment to Cox operations and customers nationwide, while providing new and, importantly, direct opportunities to diverse vendors.

Legal Services

For more than 16 years, Cox has been using a California-based, certified, WBE law firm for representation before the CPUC, along with other California WBE law firms for local governmental matters. We continue to work with our law firms to encourage their use of minority lawyers and legal staff to help advance diversity in the legal profession.

Conservation

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

Energy Procurement

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

Recycling

Cox utilizes the services of MBE, WBE and non-profit organizations that provide employment training for individuals with disabilities (IWDs) for reusing and recycling some of the equipment that supports our voice, video and internet services. Additionally, some of our affiliates, within and outside of California, use a WBE metals recycling company and WBE solid waste supplier.

Cox	2021 Annual Report	G.O. #156 Sec. 9.1.11
WMDVLGBTBE Fuel Procurement		

This section does not apply to Cox but please see our response to section 9.1.7.

Cox	2022 Annual Plan	G.O. #156 Sec. 10.1.1
WMDVLGBTBE Annual SHORT, MID, AND LONG-TERM Goals by Product and Service Category		

For 2022, Cox has set its diverse spend goal at 28% of discretionary spend. In 2022, Cox will continue to focus on optimizing the Tier 2 program to reach spend goals. Cox will continue to develop suppliers by expanding our Small Business Leadership Academy as well as the Certification Assistance Program. Cox also plans to continue to increase awareness around the supplier diversity program by continuing to stand up pillar groups within Cox markets. In 2022, Cox will also continue to participate in matchmaking through events sponsored by third-party certifying agencies as well as those co-sponsored by Cox. Cox believes this will give suppliers from low utilization areas a chance to engage with sourcing representatives who have viable opportunities.

Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year

Recruiting & Outreach

Cox will continue to meet with and participate in programs hosted by national and California-based supplier diversity organizations to help identify diverse suppliers that can meet Cox's procurement needs. Some of the activities Cox plans for 2022 include:

- Conducting our 12th Annual California Cable Supplier Diversity Matchmaking Expo
- Matchmaking, networking events and other sponsorships hosted by various organizations, including:
 - National Minority Supplier Development Council
 - Diversity:IN
 - National LGBT Chamber of Commerce
 - Women's Business Enterprise National Council
 - National Veteran Business Development Council
 - California Public Utilities Commission
 - Veterans in Business
- Host "Doing Business with Cox" events within California and other Cox locations
- Ethnic business chambers and minority business association-sponsored events
- Board and committee membership positions in organizations that promote diversity and diverse businesses, including National Veteran Business Development Council and Disability:IN
- Providing certification assistance to our vendors

Diverse Supplier Development

Cox will continue develop diverse suppliers by continuing to expand our Small Business Leadership Academy as well as the Certification Assistance Program. Beyond that, we will continue to evaluate and plan for new ways to invest resources with new diverse suppliers to expand our development practices.

Plans for Recruiting WMDVLGVTBE Suppliers for Low Utilization Areas
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Cox will continue its efforts described in section 9.1.7 to identify means for utilizing diverse suppliers for procurement categories that have had low utilization of diverse vendors.

Plans for Recruiting WMDVLGVTBE Suppliers Where Unavailable
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Through various efforts such as our scholarship and mentoring programs, which Cox is expanding in 2022, and through our focus on key departments within Cox, our hope is not just to assist existing vendors with improving and expanding their operations, but also to attract diverse vendors in areas that currently have limited diverse supplier choice. We aim to continue to grow our Tier 2 program through the partnerships, coaching, and matchmaking opportunities we have developed for our Prime vendors.

Plans for Encouraging Prime Contractors to Subcontract WMDVLGVTBE Suppliers
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Continued focus and accountability of our Prime vendors will allow for ongoing growth within our Tier 2 program. We plan to build on the matchmaking and development partnerships of 2021 to engage our Primes in additional outreach and diverse supplier opportunities.

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

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



For questions about this report, please contact:

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