



2014 Supplier
Diversity
Annual Report
& 2015
Annual Plan

COMCAST
2014 SUPPLIER DIVERSITY ANNUAL REPORT
& 2015 ANNUAL PLAN

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

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Five years ago, the Comcast California established the Supplier Diversity Program with the goal of educating, equipping and engaging more diverse vendors. To achieve this goal, Comcast California's Supplier Diversity Program has evolved over the years to be streamlined, sustainable and successful.

In 2014, we achieved many goals, including: an increase in the number of diverse businesses that are currently a strategic part of our supply chain; supporting for the first time a diverse vendor to participate in the Western Region Minority Supplier Development Council's (WRMSDC) Management Development for Entrepreneurs (MDE) Program hosted by the UCLA Anderson School of Management; and, providing guidance and mentoring to many additional diverse businesses. Over the years, we have achieved and/or exceeded our diverse supplier spend goal. For the first time since the inception of the program, our diverse supplier spend was decreased, due to the failure of our largest diverse construction vendor to recertify. Although, due to this setback, we didn't achieve our goal this year, we are on the path to meet our goal for 2015 of 21.5% diverse spend.

After five years of consecutive voluntary reporting, our team remains laser-focused on establishing a strong Supplier Diversity Program using the following approach:

■ **Streamlined:**

Comcast California continues to connect decision-makers directly with diverse vendors eliminating the layers that often times make it challenging for vendors to do business with corporations.

■ **Sustainable:**

We established a solid foundation for a sustainable Supplier Diversity Program by: investing in systems to capture diverse spend; increasing outreach to diverse vendors; training employees about the supplier diversity process; educating diverse suppliers about Comcast's operations and contract opportunities; creating targeted matchmaking programs; and, partnering with key stakeholders.

■ **Successful:**

In 2014, we refined the process for capturing subcontracting activity, expanding our Tier II spend to support and increase business opportunities for more small and diverse businesses within California.

We will continue to focus on expanding the program to educate and empower more California diverse suppliers.

In partnership,

Henry 'Hank' Fore

Comcast California's Supplier Diversity Program, in its fifth consecutive year of voluntary reporting has shown significant growth, starting at 10.6% in 2010, which included all diverse vendors, to 22.3% in 2013, reporting only CPUC Supplier Clearinghouse certified vendors.

Comcast California continues to focus on achieving the spirit of GO -156 and works to partner with as many diverse small businesses as possible. Towards that goal, we continue to refine the supplier diversity program annually to identify more opportunities for diverse vendors. In 2014, we reviewed our spend areas and recognized the importance of creating additional focus on our subcontracting activities. Since construction is our largest category within the California Region, we were determined to increase the use of Tier II diverse vendors. Our decision to redefine our construction vendor list impacted our supplier diversity growth in 2014; however, we strongly believe our decisions will provide a positive long-term impact. Comcast California is dedicated to the GO -156 initiative and will continue to identify further opportunities to ensure we reflect and support our communities.

In five short years, Comcast California achieved its goals through its commitment and focus on establishing a Supplier Diversity Program that is streamlined, sustainable and successful by focusing on three pillars: outreach, vendor certification, and expanding Tier II opportunities.

Outreach

Comcast California continues to seek new diverse vendors by attending matchmaking events and business networking events throughout the state. Our Supplier Diversity Specialist has participated on numerous panels throughout the year to educate diverse vendors about Comcast California's commitment and engage more diverse businesses within our region.

To create more opportunities for small and diverse businesses, Comcast California partnered with other cable companies to host the 4th Annual California Cable Industry Supplier Diversity Fair in Southern California. As the technology and the industry advances, we need our vendors to grow with us and this event provides diverse vendors with valuable information, contacts and details for future procurement opportunities.

Vendor Certification

Throughout 2014, Comcast California continued its focus on educating and encouraging diverse vendors about the benefits of the CPUC Clearinghouse certification, and as a result of these efforts several vendors are at various stages of the certification process. We added ten (10) CPUC vendors to our procurement vendor list in 2014.

Comcast California continues to lay the foundation for the Capacity Building and Technical Assistance Program for diverse suppliers. For the first time in 2014, Comcast sponsored a diverse company—E3 Systems—to attend WRMSDC's Management Development for Entrepreneurs (MDE) Program offered by the UCLA Anderson School of Management and held in Santa Clara.

Expanding Tier II Opportunities

In 2014, Comcast California expanded Tier II to create more business opportunities for diverse construction vendors, our highest procurement spend category. Comcast assists prime vendors in identifying and hiring diverse sub-contractors throughout our footprint. We also identify diverse Tier II vendors who may be candidates for becoming prime construction contractors.



Where Procurement Decisions Are Made

**COMCAST
CORPORATE**

**COMCAST
WEST
DIVISION**

**COMCAST
CALIFORNIA**

**Products
& Services**

35%

Programming

65%

Comcast Cable Procurement

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

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

COMCAST CABLE PROCUREMENT

Examples of Products & Services

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

WHERE PROCUREMENT DECISIONS ARE MADE

As illustrated by the chart, Comcast Cable company-wide decisions are made at headquarters in Philadelphia. Divisional decisions are made at Comcast Cable's West Division in Denver. Comcast California is a region within the West Division and influences a portion of the procurement decisions.

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



Supplier Diversity at Comcast



"Comcast is one of the world's leading media, entertainment and communications companies in part because of the strong relationships we build with a variety of suppliers across our national service footprint. We welcome the best and most professional vendors whose products and services help us do our job better."

Brian L. Roberts
Brian L. Roberts
Chairman and CEO, Comcast Corporation

www.comcast.com/supplierdiversity

The Comcast California Supplier Diversity Program continues to create sustainable relationships with, and economic opportunities for, diverse vendors. In 2014, Comcast California made significant progress on its supplier diversity initiatives.

INTERNAL ACTIVITIES

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

One of the main challenges facing small diverse businesses is getting a foot in the door at large corporations. I attended the California Cable Supplier Diversity Conference and was able to introduce myself to Richard Sbragia, Vice President of Finance and Timothy Evans from Supplier Diversity.

They entrusted me with a special project and I was able to prove that my company, California Quality Printing was up to the job. I am now printing for other departments of Comcast and am complimented as being both “responsive” and a “fantastic resource.”

When Richard Sbragia stood at the podium and said that Comcast is committed to helping diverse businesses, those were not empty words. They practice what they preach. I am grateful for the opportunity Comcast gave to California Quality Printing to demonstrate how we can partner with Comcast for our mutual success.

Cynthia Lasky
California Quality Printing



EXTERNAL ACTIVITIES

2014 Comcast California's Supplier Diversity Program educates, engages, and encourages increased participation by WMDVBE businesses.

Comcast California increased its participation significantly during 2014 in various activities to enhance supplier diversity efforts across the state. Comcast California's involvement included: outreach, memberships, event support, supplier mentorship, certification, workshops (with suppliers and Comcast decision makers), recognition, communications, other targeted external efforts, and development for existing and potential suppliers.

KEY HIGHLIGHTS

Comcast California's 2014 outreach efforts to diverse vendors included:

- Serving as an active member of the California Utilities Diversity Council (CUDC).
- Becoming a paying member of the Joint Utilities Council.
- Having executives serve as board and advisory members of numerous ethnic chambers of commerce throughout our Northern California footprint.
- Partnered with Charter, Cox, and Time Warner Cable to host the 4th Annual California Cable Supplier Diversity Fair, connecting more than 80 vendors in attendance with potential procurement opportunities at Comcast and other large cable providers.
- Participating over 50 outreach activities, including:
 - Sponsoring the Western Region Minority Supplier Development Council.
 - Sponsoring and attending the local Astra Women's Business Alliance's Annual Women's Matchmaking event in San Ramon, California.
 - Becoming an active member of the Elite Service Disabled Veteran Owned Business Network of San Jose.
 - Participating on several panels informing diverse businesses "How to do Business with Comcast" and other Supplier Diversity best practices.

A. MEMBERSHIP

- a. California Utilities Diversity Council (CUDC)
- b. National Minority Supplier Development Council (NMSDC)
- c. Women's Business Enterprise National Council (WBENC)
- d. Western Region Minority Supplier Development Council (WRMSDC, formerly NCMSDC)
- e. Astra Women's Business Alliance (Northern California WBENC Affiliate)
- f. Sacramento Asian Pacific Chamber of Commerce
- g. Sacramento Black Chamber of Commerce
- h. Fresno Area Hispanic Foundation
- i. California Asian Pacific Chamber of Commerce
- j. California Black Chamber of Commerce
- k. California Hispanic Chamber of Commerce

B. PROGRAM OR EVENT

- a. NASA RMV Technologies
- b. Sacramento Asian Pacific Chamber of Commerce
- c. WRMSDC General Assembly Panel Discussion
- d. Festiv'ALL
- e. USPAACC Business Panel and Awards Night
- f. WRMSDC Annual Luncheon
- g. HOPE (Hispanas Organized for Political Equality)
- h. CAAASA, (CA African American Association of Superintendents & Administrators)
- i. CA Women Lead
- j. UNCF Gala
- k. Urban League State of the State
- l. Urban League Gala
- m. National Urban League Conference
- n. Black Girls Code Mentoring Event
- o. National Coalition of 100 Black Women Madame CJ Walker Luncheon
- p. SF Alliance of Black School Educators Honor Roll
- q. Latino Service Providers Monthly Luncheon
- r. Mission Economic Development Agency
- s. Hispanic Chamber of Commerce of Sonoma County Gala
- t. Alice B. Toklas LGBT Club Annual Pride Breakfast
- u. La Luz Center La Noche Gala
- v. BMagic Back Pack Giveaway
- w. Kimochi Home Event
- x. Vietnamese Youth Development Center Event
- y. SF Commission on Women CEDAW Awards
- z. APA Heritage Foundation Gala



- aa. Asian, INC Gala
- bb. Japanese Cultural Festival
- cc. City of SF Latino Heritage Festival
- dd. Chinese Hospital Fundraiser
- ee. Chinatown Community Development Center Gala
- ff. VIVA Mission Economic Development Agency Gala
- gg. Chinese Newcomer Service Center Gala
- hh. SF NAACP Freedom Fund Gala
- ii. SF LGBT Center BOLD Awards
- jj. Chinese Newcomer Service Center Food Drive
- kk. Mission Economic Development Agency Get Connected Event
- ll. Indo American Community Federation
- mm. Easter Seals of the Bay Area
- nn. Opportunity Junction
- oo. Oakland Digital Arts & Literacy



CONFERENCE
TAMMY
DECKERSON
The Future

C. WORKSHOPS

2014 Event Dates	Workshop Event Name
01/30/14	"Caltrans Business Expo" - Host: Caltrans
02/20/14	"Business Matchmaking 2014 Event" - Host: Businessmatchmaking
04/02/14	"2014 Small Business Expo" - Host: CPUC
04/15/14	"Elite Matchmaking Event" - Host: Elite San Jose Chapter
04/16/14	"Fresno Metro Business Expo" - Host: Fresno Metro Black Chamber of Commerce
05/12/14	"Keeping The Promise 2014" - Host: California Disabled Veteran Business Alliance (CADVBE)
05/14/14	"Sacramento Hispanic Chamber of Commerce Business Expo" - Host: Sac Hispanic Chamber of Commerce
7/20/14	"EXPO'14" - Host: AICCCAL
07/24/14	"Diverse Advertising and Media Outreach Forum" - Host: CUDC
08/14/14	"Minority Business Opportunity Expo" - Host: WRMSDC
08/15/14	"35th Annual State Convention and Business Expo" - Host: California Hispanic Chamber of Commerce (CAHCC)
08/21/14	"Ron Brown Business Economic Summit" - Host: California Black Chamber of Commerce Convention
08/27/14	"Caltrans Business Expo" - Host: Caltrans
09/04/14	"Dine Around" - Host: WRMSDC and WBENC-West
09/18/14	"18th Annual Workshop and Awards & Matchmaking" - Host: Astra (WBENC Affiliate)
09/19/14	"Business Procurement Expo" - Host: California Asian Chamber of Commerce
09/25/14	"California Cable Supplier Diversity Fair" - Host: Charter, Comcast, Cox, Time Warner
11/19/14	"Sacramento Small Business Expo" - Host: CPUC

D. 2014 AWARDS & RECOGNITION

- For the second consecutive year in 2014, Comcast-NBC-Universal was recognized among *DiversityInc's* **Top 50 Companies for Diversity**.
- For the second consecutive year in 2014, *U.S. Veterans Magazine* (USVM) named Comcast-NBCUniversal among its **Best of the Best lists for Top Veteran-Friendly Companies and Top Supplier Diversity Programs**.
- For the second consecutive year in 2014, Hispanic Network Magazine named Comcast-NBCUniversal among its **"Best of the Best"** in **"Top Diversity Employers"** and **"Top Supplier Diversity Programs."**
- For the second consecutive year in 2014, *Professional Woman's Magazine* named Comcast-NBCUniversal among its **"Best of the Best"** lists for **"Top Diversity Employers"** and **"Top Supplier Diversity Programs."**
- Comcast-NBCUniversal was honored among United States Hispanic Chamber of Commerce's (USHCC)'s Million Dollar Club (\$100M-\$250M category) in 2014, which recognizes corporations and procurement executives who actively demonstrate an unwavering **commitment to Hispanic Business Enterprises through their work with Hispanic suppliers**.
- National Association for Multi-ethnicity in Communications (NAMIC) announced the winners of its **2014 Excellence in Multi-cultural Marketing Awards** (EMMAs), garnering 10 top awards across Case Studies/Campaigns and Marketing Tactics. Comcast earned an additional six 2014 EMMA Awards for international marketing efforts. The EMMAs recognize excellence in marketing designed to culturally diverse audiences and customers among African American, Asian, Hispanic and other market segments.
- The National Veteran-Owned Business Association (NaVOBA) named Comcast-NBCUniversal among the **2014 Best Corporations for Veteran-Owned Businesses**.
- DiversityBusiness.com ranked Comcast-NBCUniversal 27th among its **Top 50 Organizations for Multicultural Business in 2014**.
- For the second consecutive year in 2014, Comcast-NBCUniversal was recognized as **one of America's most community-minded companies by The Civic 50**. Comcast-NBCUniversal was also ranked first among our communications industry peers.
- Comcast Corporation was ranked #4 among *LATINA Style Magazine's* **50 Best Companies for Latinas to Work for in the US**.
- Comcast received a score of 85 on the Hispanic Association of Corporate Responsibility's (HACR) 2014 Corporate Inclusion Index (CII).
- For the second consecutive year in 2014, Comcast-NBCUniversal earned a 100% score on the Human Rights Campaign's (HRC) Corporate Equality Index (CEI), and is recognized among HRC's **"Best Places to Work"** list.
- Comcast-NBCUniversal's Diversity Councils were ranked 6th among the 2014 Top 25 Diversity Councils by the Association of ERGs and Councils (formerly the Associ-

ation of Diversity Councils), marking our sixth consecutive year on the list.

- *G.I. Jobs* and *Military Spouse* magazines ranked Comcast-NBCUniversal #76 among the **Top 100 Military Friendly Employers for 2014**.
- Comcast Corporation was named among the 2014 **“Top Companies for Diversity”** by *Black Enterprise*.
- The readers of *Diversity/Careers in Engineering & Information Technology* recognized Comcast-NBCUniversal as a **“2014 Best Diversity Company.”**
- For the second consecutive year in 2014, Comcast-NBCUniversal were named among *Latino Magazine’s* **LATINO 100**.
- The National Hispanic Media Coalition (NHMC) honored Comcast for its **Outstanding Diversity Practices** during NHMC’s 17th Annual Impact Awards Gala.
- Comcast Corporation received a 2014 Multicultural TV Front Runner Award for its commitment and efforts in support of the various multicultural communities it serves.
- The Denver Indian Center presented its Excellence in Corporate Partnership Award to Comcast-NBCUniversal for the company’s outstanding work with American Indian communities in Colorado and across the United States.

2014 TOP COMPANIES FOR DIVERSITY

Best Places to Work

EXCELLENCE
in CORPORATE
PARTNERSHIP

Top Supplier
Diversity
Programs

Outstanding
DIVERSITY

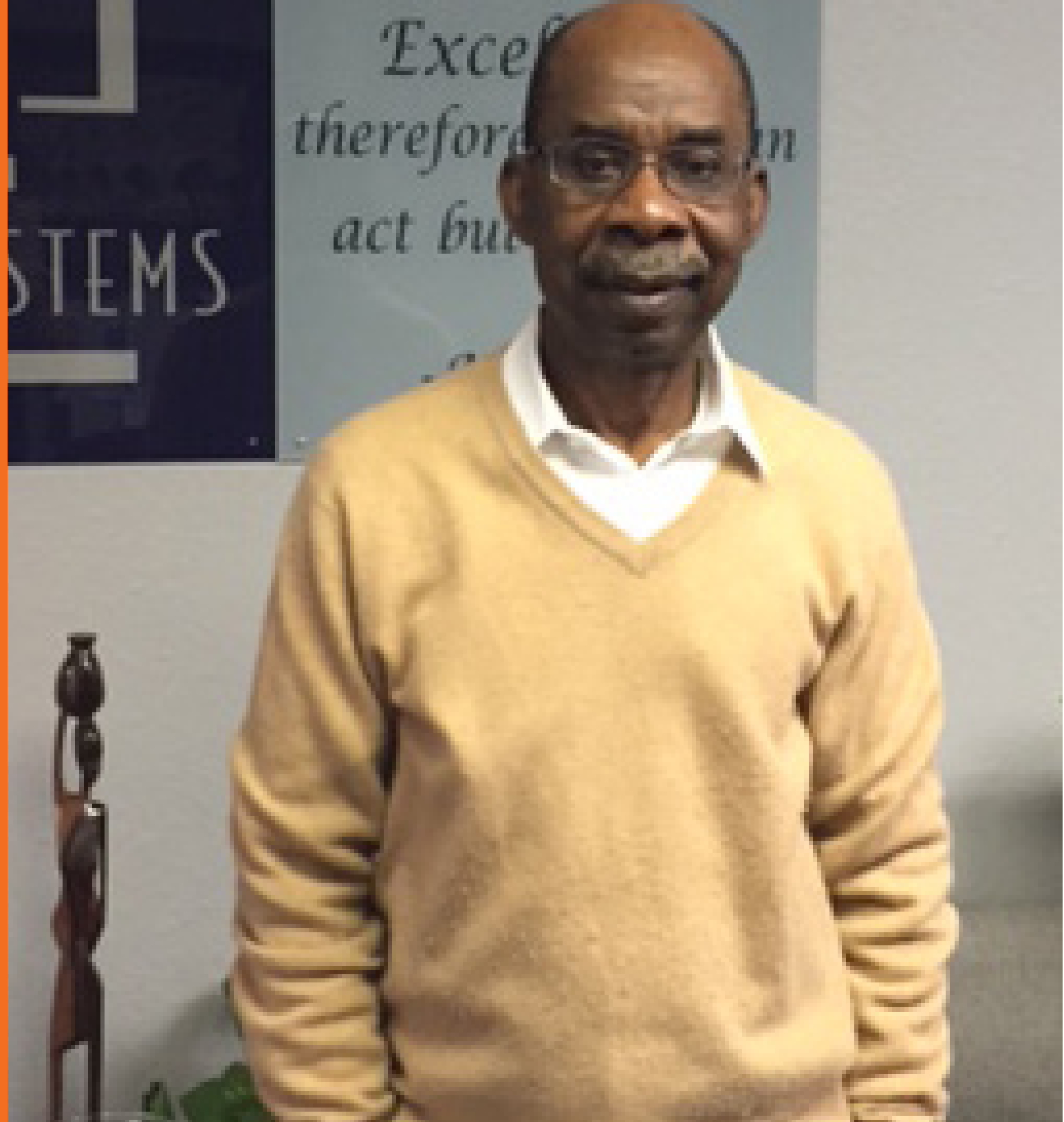
Practices

Top 100 Military
Friendly Employers

BEST OF
THE BEST

I can't help but express how grateful I am to Comcast for sponsoring me to attend the 2014 Management Development for Entrepreneurs course. Though I am a UC Berkeley MBA graduate, this was a much needed refresher course for me personally that has greatly benefited my company E3 Systems. As a direct result of the Business Improvement exercise we undertook in this course, we were able to grow E3 systems' sales by almost 10% and net profit by almost 35% in 2014. Exceptional results by any standards.

Kofi A. Tawiah
E3 Systems



E. SUPPLIER MENTORSHIP OR DEVELOPMENT

Comcast Equips and Educates Business Owners

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

Comcast California is pleased to announce its first sponsorship of a diverse vendor (E3 Systems) to attend WRMSDC's Management Development for Entrepreneurs (MDE) Program offered by the UCLA Anderson School of Management and held in Santa Clara, California. This program provided the owner of E3 Systems, Kofi Tawiah, best practice techniques and knowledge to help his business grow. Comcast will continue to select and sponsor diverse vendors who demonstrate similar growth potential.

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

F. TRAINING

Comcast California continues to enhance its Supplier Diversity Program by participating in various training programs. In 2014, our California-based Supplier Diversity Specialist participated in on-line training pertaining to Procurement and Supplier Diversity Program development. Comcast California continues to invest in supplier diversity training and professional development.



Comcast

comcast

In 2014, Comcast California experienced a drop of 5 percentage points mainly due to one diverse vendor who failed to submit its CPUC recertification application in a timely manner. Because this was a construction vendor, its impact was substantial.

2014 WMDVBE RESULTS BY ETHNICITY					
ETHNICITY		2014 GENERAL ORDER 156			
		TIER I	TIER II	TOTAL \$	TOTAL %
MINORITY MEN	African-American	\$ 3,337,838	\$ -	\$ 3,337,838	1.0%
	Asian-American	\$ 17,434,922	\$ -	\$ 17,434,922	5.4%
	Hispanic-American	\$ 1,374,211	\$ 1,046,455	\$ 2,420,666	0.8%
	Native-American	\$ -	\$ -	\$ -	0.0%
	Other	\$ -	\$ -	\$ -	0.0%
	TOTAL MINORITY MEN	\$ 22,146,971	\$ 1,046,455	\$ 23,193,426	7.2%
MINORITY WOMEN	African-American	\$ -	\$ -	\$ -	0.0%
	Asian-American	\$ 219,181	\$ 1,425,555	\$ 1,644,736	0.5%
	Hispanic-American	\$ 1,437,700	\$ -	\$ 1,437,700	0.4%
	Native-American	\$ -	\$ -	\$ -	0.0%
	Other	\$ -	\$ -	\$ -	0.0%
	TOTAL MINORITY WOMEN	\$ 1,656,881	\$ 1,425,555	\$ 3,082,436	1.0%
TOTAL MINORITY BUSINESS ENTERPRISE (MBE)		\$ 23,803,852	\$ 2,472,010	\$ 26,275,862	8.2%
TOTAL WOMEN BUSINESS ENTERPRISE (WBE)		\$ 29,391,350	\$ 111,420	\$ 29,502,770	9.2%
SUBTOTAL WOMEN, MINORITY BUSINESS (WMBE)		\$ 53,195,203	\$ 2,583,430	\$ 55,778,633	17.3%
DISABLED VETERANS BUSINESS ENTERPRISE (DVBE)		\$ 2,683	\$ -	\$ 2,683	0.0%
TOTAL WMDVBE		\$ 53,197,885	\$ 2,583,430	\$ 55,781,315	17.3%
TOTAL PROCUREMENT				\$ 322,224,573	

* Total WMDVBE Percentage off by .1 due to rounding

Comcast California has further defined the 2014 WMDVBE Results by Product and Services by SIC codes. Please see Appendix B - 2014 Summary of WMDVBE Spend by SIC Code All Tiers, found on pages 36-39.

2014 WMDVBE PRODUCT AND SERVICE - TIER 1							
ETHNICITY		2014 GENERAL ORDER 156					
		Product \$	Product %	Services \$	Services %	TOTAL \$	TOTAL %
MINORITY MEN	African-American	\$ 18,712	0.0%	\$ 3,319,126	1.0%	\$ 3,337,838	1.0%
	Asian-American	\$ 613,539	0.2%	\$ 16,821,382	5.2%	\$ 17,434,922	5.4%
	Hispanic-American	\$ 570,441	0.2%	\$ 803,770	0.2%	\$ 1,374,211	0.4%
	Native-American	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%
	Other	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%
	TOTAL MINORITY MEN	\$ 1,202,693	0.4%	\$ 20,944,278	6.5%	\$ 22,146,971	6.9%
MINORITY WOMEN	African-American	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%
	Asian-American	\$ 219,181	0.1%	\$ -	0.0%	\$ 219,181	0.1%
	Hispanic-American	\$ 1,437,700	0.4%	\$ -	0.0%	\$ 1,437,700	0.4%
	Native-American	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%
	Other	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%
	TOTAL MINORITY WOMEN	\$ 1,656,881	0.5%	\$ -	0.0%	\$ 1,656,881	0.5%
TOTAL MINORITY BUSINESS ENTERPRISE (MBE)		\$ 2,859,574	0.9%	\$ 20,944,278	6.5%	\$ 23,803,852	7.4%
TOTAL WOMEN BUSINESS ENTERPRISE (WBE)		\$ 8,531,693	2.6%	\$ 20,859,657	6.5%	\$ 29,391,350	9.1%
SUBTOTAL WOMEN, MINORITY BUSINESS ENTERPRISE (WMBE)		\$ 11,391,268	3.5%	\$ 41,803,935	13.0%	\$ 53,195,203	16.5%
DISABLED VETERANS BUSINESS ENTERPRISE (DVBE)		\$ -	0.0%	\$ 2,683	0.0%	\$ 2,683	0.0%
TOTAL WMDVBE		\$ 11,391,268	3.5%	\$ 41,806,618	13.0%	\$ 53,197,885	16.5%
TOTAL NET PROCUREMENT						\$ 322,224,573	



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

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

2014 LEGAL DIVERSITY SPEND REPORT (CALIFORNIA REGION ONLY)					
ETHNICITY		ATTORNEYS		PARALEGALS	
		BILLABLE HOURS	BILLINGS	BILLABLE HOURS	BILLINGS
MINORITY MEN	African-American Men	237.0	\$ 68,109	28.9	\$ 7,081
	Asian-American Men	931.9	\$ 302,997	0.0	\$ -
	Hispanic-American Men	505.2	\$ 212,520	1,153.0	\$ 253,109
	Native-American Men	0.0	\$ -	0.0	\$ -
	Other	0.0	\$ -	0.0	\$ -
	TOTAL MINORITY MEN	1,674.1	\$ 583,626	1,181.9	\$ 260,190
MINORITY WOMEN	African-American Women	264.6	\$ 88,644	64.6	\$ 25,840
	Asian-American Women	2,872.0	\$ 1,002,094	824.5	\$ 150,276
	Hispanic-American Women	1,190.4	\$ 366,558	17.0	\$ 2,490
	Native-American Women	0.0	\$ -	0.0	\$ -
	Other	66.7	\$ 21,763	0.0	\$ -
	TOTAL MINORITY WOMEN	4,393.7	\$ 1,479,059	906.1	\$ 178,606
TOTAL MINORITY BUSINESS ENTERPRISE (MBE)		6,067.8	\$ 2,062,685	2,088.0	\$ 438,796
TOTAL WOMEN BUSINESS ENTERPRISE (WBE)		303.7	\$ 120,256	0.0	\$ -
SUBTOTAL MINORITY, WOMEN BUSINESS (MWBE)		6371.5	\$ 2,182,941	2088.0	\$ 438,796
DISABLED VETERANS BUSINESS ENTERPRISE (DVBE)		0.0	\$ -	0.0	\$ -
TOTAL WMDVBE		6,371.5	\$ 2,182,941	2,088.0	\$ 438,796
GROSS LEGAL HOURS / SPEND		6,371.5	\$ 2,182,941	2,088.0	\$ 438,796
EXCLUSIONS (None At this time)		0.0	\$ -	0.0	\$ -
TOTAL NET LEGAL HOURS / SPEND		6,371.5	\$ 2,182,941	2,088.0	\$ 438,796
NET \$ SPEND	\$	2,621,737			
NET Hour SPEND		8,459.5			



California Guide
Wayne Beasley
Way To Be
2014-2015
California State Office

EXPENSE CATEGORY	2014 (Actual \$)
Labor	\$ 98,040
Program Expenses	\$ 9,749
Reporting Expenses	\$ 600
Training	\$ 100
Memberships / Dues	\$ 4,000
Other	\$ 10,006
Total	\$ 122,495

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

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

* Total WMDVBE Percentage off by .1 due to rounding

2014 WMDVBE PRODUCT AND SERVICE - TIER II							
ETHNICITY		2014 GENERAL ORDER 156					
		Product \$	Product %	Services \$	Services %	TOTAL \$	TOTAL %
MINORITY MEN	African-American	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%
	Asian-American	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%
	Hispanic-American	\$ -	0.0%	\$ 1,046,455	0.3%	\$ 1,046,455	0.3%
	Native-American	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%
	Other	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%
	TOTAL MINORITY MEN	\$ -	0.0%	\$ 1,046,455	0.2%	\$ 1,046,455	0.3%
MINORITY WOMEN	African-American	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%
	Asian-American	\$ -	0.0%	\$ 1,425,555	0.4%	\$ 1,425,555	0.4%
	Hispanic-American	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%
	Native-American	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%
	Other	\$ -	0.0%	\$ -	0.0%	\$ -	0.0%
	TOTAL MINORITY WOMEN	\$ -	0.0%	\$ 1,425,555	0.4%	\$ 1,425,555	0.4%
TOTAL MINORITY BUSINESS ENTERPRISE (MBE)		\$ -	0.0%	\$ 2,472,010	0.8%	\$ 2,472,010	0.8%
TOTAL WOMEN BUSINESS ENTERPRISE (WBE)		\$ 11,339	0.0%	\$ 100,081	0.0%	\$ 111,420	0.0%
SUBTOTAL WOMEN, MINORITY BUSINESS ENTERPRISE (WMBE)		\$ 11,339	0.0%	\$ 2,572,091	0.8%	\$ 2,583,430	0.8%
DISABLED VETERANS BUSINESS ENTERPRISE (DVBE)		\$ -	0.0%	\$ -	0.0%	\$ -	0.0%
TOTAL WMDVBE		\$ 11,339	0.0%	\$ 2,572,091	0.8%	\$ 2,583,430	0.8%
TOTAL PROCUREMENT						\$ 322,224,573	

LIST OF WMDVBE SUPPLIER COMPLAINTS (Section 9.1.6)

Comcast California had no WMDVBE-related complaints at the California Public Utilities Commission in 2014.

UNDER-UTILIZED SERVICES (Section 9.1.8)

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

Legal Services

Comcast Corporation remains committed to working with diverse lawyers and law firms. Comcast Corporation was a founding member of the Inclusion Initiative, a collaborative effort of forward-looking companies committed to a measurable increase in the retention of minority- and women-owned law firms by Corporate America. To that end, Comcast Corporation spent nearly \$3 million with diverse law firms in 2014, and also remains committed to working with diverse lawyers at majority owned law firms. Comcast Corporation continues to support the National Association of Minority & Women Owned Law Firms' ("NAMWOLF"), a non-profit trade association comprised of minority- and women-owned law firms, as well as diverse bar associations and professional organizations. In 2014, Comcast Corporation sponsored the organization's Annual Meeting & Law Firm Expo. Throughout the year, legal professionals from across Comcast Corporation also participated in outreach activities with NAMWOLF and other organizations focused on improving diversity in the legal profession. Based in part on the company's demonstrated commitment in the legal diversity space, the Legal Intelligencer selected Comcast Corporation as one of Pennsylvania's Best In-House Legal Departments of the Year for 2014. Comcast California's also remains committed to working with diverse lawyers at majority owned law firms (see "Comcast California's Utilization of WMDVBE Attorneys at Non-WMDVBE Law Firms" on page 28).

Financial Services

For the eleventh consecutive year in 2014, Comcast Corporation arranged a major credit facility with United Bank of Philadelphia as administrative agent and fifteen other Minority Depository Institutions.

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

Minority-owned banks have also participated in the underwriting of numerous Comcast Corporation bond offerings, adding value to the process and earning significant income along the way. For example, Comcast Corporation employed seven diverse firms to underwrite financing for the company in the corporate bond market in 2014.

Comcast Corporation utilized diverse firms money managers in 2014. One managed a portion of the company's short-term fixed income assets and the other managed a portion of the equity allocation in NBCUniversal's pension plan.

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

Advertising in Diverse Media Outlets

Burrell Communications continues to serve as Comcast Corporation's agency of record for African-American creative advertising, and Grupo Gallegos provides support for Comcast Corporation's Hispanic creative advertising. In 2014, Comcast Corporation selected our International Agency of Record, Gravity Media, to work on strategy and creative. Gravity Media is a full-service advertising agency with expertise in marketing to the Asian American community. In 2014, Comcast Corporation's multicultural programming team also engaged LGBT-owned New Avenue Marketing for consulting services related to Xfinity.com/LGBT.

EXCLUDABLES DUE TO LACK OF AVAILABILITY (Section 9.1.9)

Comcast California has no excludables to report.

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

(Section 10.1.1)

Comcast California achieved a 17.3 percent Supplier Diversity spend in 2014. Comcast California continues to focus on increasing the use of Tier II vendors to assist in increasing overall Diversity Spend. For 2014, Comcast California increased its Tier II by \$600,000. (See Appendix A – WMDVBE Annual Short, Mid, and Long-Range Goals by Product and Services Categories found on pages 34-35)

BUILDING ON SUCCESS 2015 PROGRAM

(Section 10.1.2)

Comcast California continues to build a solid foundation for its long-term Supplier Diversity Program by enhancing and expanding its internal and external initiatives in 2015.

Internal

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

External

- Integrate LGBT outreach with other outreach programs or events.
- Begin tracking LGBT spend for 2015.
- Expand the list of Tier II vendors reporting their Tier II spend within California.
- Increase Supplier Mentorship or development by providing two scholarships for MBEs to attend UCLA and other Entrepreneur Business Classes. This would be the beginning of our Technical and Capacity program.
- Participate in at least 30 outreach events scheduled in 2015.
- Introduce “Meet the Buyer” Webinars by the end of Q2 of 2015.

PLANS FOR RECRUITING DIVERSE SUPPLIERS IN LOW UTILIZATION AREAS**(Section 10.1.3)**

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

PLANS FOR ENCOURAGING BOTH PRIME CONTRACTORS AND GRANTEES TO ENGAGE DIVERSE SUPPLIERS IN ALL CATEGORIES, WHICH PROVIDES SUBCONTRACTING OPPORTUNITIES**(Section 10.1.5)**

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

PLANS FOR COMPLYING WITH THE SUPPLIER DIVERSITY PROGRAM GUIDELINES ESTABLISHED BY COMMISSION AS REQUIRED BY PUBLIC UTILITIES SECTION 8283(c)**(Section 10.1.6)**

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

2014 REFRESH - WMDVBE ANNUAL SHORT, MID & LONG				
MAIN CATEGORY	CORRESPONDING STANDARD INDUSTRIAL CATEGORIES	MBE		
		SHORT ('15)	MID ('17)	LONG ('19)
RAW MATERIALS/CONSTRUCTION/ INDUSTRIAL SERVICES	(7,13,14,15,16,17,24,26,28,29,30, 32, 33,46,49,52)	1.0%	1.0%	1.0%
FINISHED PRODUCTS/MISC. GOODS	(23,25,39,50,51,56,57,59)	1.0%	1.0%	1.0%
TECHNICAL EQUIPMENT/ ANALYSIS INSTRUMENTS	(34,35,36,38)	1.0%	1.0%	1.0%
TRANSPORTATION/REPAIR/FOOD	(37,42,45,47,55,58,75, 76)	1.0%	1.0%	1.0%
BUSINESS SERVICES	(60,61,63,64,65,67,73,87,89)	1.0%	2.0%	2.0%
LEGAL SERVICES	(81)	2.0%	1.0%	1.0%
COMMUNICATIONS/OTHER SERVICES	(27,48,72,78,79,80,83,86)	1.0%	2.0%	3.0%
TOTAL PERCENT		8.0%	9.0%	10.0%

TERM GOALS BY PRODUCT AND SERVICE SIC CODE CATEGORIES								
WBE			DVBE			WMDVBE (TOTAL)		
SHORT ('15)	MID ('17)	LONG ('19)	SHORT ('15)	MID ('17)	LONG ('19)	SHORT ('15)	MID ('17)	LONG ('19)
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	1.0%	1.0%
2.0%	2.0%	2.0%	0.0%	0.0%	0.0%	3.0%	3.0%	3.0%
4.0%	4.0%	4.0%	0.0%	0.0%	0.0%	5.0%	5.0%	5.0%
2.0%	2.0%	2.0%	0.0%	0.0%	0.0%	3.0%	3.0%	3.0%
3.0%	3.5%	3.0%	0.5%	0.5%	1.0%	4.5%	6.0%	6.0%
1.0%	1.0%	1.0%	0.0%	0.0%	0.0%	3.0%	2.0%	2.0%
1.0%	1.0%	1.0%	0.0%	0.0%	0.0%	2.0%	3.0%	4.0%
13.0%	13.5%	13.0%	0.5%	0.5%	1.0%	21.5%	23.0%	24.0%

MAJOR GROUP SIC CODE	SIC CODE DESCRIPTION	NAICS CODES	NAICS CODE DESCRIPTION		AFRICAN-AMERICAN		ASIAN-AMERICAN		HISPANIC-AMERICAN	
					MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
7	Agricultural Services	541320, 561730	Landscape Architectural Services, Landscaping Services	\$						
				%						
15	Building Construction	236116, 236210, 236220	Multi-Family, Industrial, Commercial and Institutional Building Construction	\$			\$ 156,042			
				%			0.3%			
16	Heavy Construction Other Than Building Construct	237110,237130, 237130	Power and Communications Line and Related Structure Construction	\$					\$ 423,977	
				%					0.8%	
17	Construction - Special Trade Contractors	238140, 238160, 238210, 238220, 238290, 238320	Masonry, Roofing, Electrical, Painting, Plumbing, and Building Equipment Contractors	\$	\$ 1,816,825			\$ 1,425,555	\$ 1,922	
				%	3.3%			2.6%	0.0%	
23	Apparel and Other Finished Products From Fabrics	315210, 315225	Cut and Sew Apparel Contractors	\$						
				%						
25	Furniture and Fixtures	333313, 336360	Commercial and Service Industry Machinery Manufacturing	\$					\$ 61,231	
				%					0.1%	
27	Printing, Publishing, and Allied Industries	323110, 323210, 511110	Commercial Printing and Publishing	\$				\$ 39,998		
				%				0.1%		
32	Stone, Clay, and Concrete Products	327331	Concrete Block and Brick Manufacturing	\$						
				%						
33	Primary Metal Industries	331422, 335921	Copper Wire Drawing, Fiber Optic Cable Manufacturing	\$						
				%						
34	Fabricated Metal Products, except Machinery and Transportation Equip.	332322	Sheet Metal Work Manufacturing	\$						
				%						
35	Industrial and Commercial Machinery Computer	332710, 333921, 334111, 334119	Machine Shops, Elevator and Moving Stairway and Manufacturing, Electronic Computer Manufacturing	\$						
				%						
36	Electronics and Other Electrical Equipment and Components	334210, 334220, 334290, 334310, 334414, 334417, 334419	Telephone, Wireless, Radio and Television Broadcasting Equipment, Manufacturing	\$			\$ 54,588		\$ 456,105	
				%			0.1%		0.8%	
38	Measuring, Analyzing, and Controlling Instruments	335110, 335312, 335921, 339113	Electric Lamp Bulb, Motor, Fiber Optics Cable and Part Manufacturing	\$						
				%						
39	Misc. Manufacturing Industries	339944, 339950, 339999	Carbon Paper and Inked Ribbon Manufacturing, Sign Manufacturing	\$						
				%						
42	Motor Freight Transportation and Warehousing	484110, 484230, 493110, 493190, 531130	General and Specialized Freight Trucking, Local and Long Distance, Warehousing and (Self) Storage	\$						
				%						
47	Transportation Services	488510, 488991, 488999	Freight Transportation Arrangement, Packing and Crating, and Other Support Activities	\$						
				%						
48	Communications	515112, 515120, 515210, 517110, 517210	Radio Station, Television Broadcasting, Wired Telecommunication Carriers	\$			\$ 16,649,470			
				%			29.8%			
49	Electric, Gas, and Sanitary Services	221122, 517919, 562119, 562212, 562219, 562920, 562998	Electric Power Distribution, Telecommunications, Other Waste Collection, Materials Recovery	\$						
				%						
50	Wholesale Trade - Durable Goods	238990, 423210,	All Other Specialty Trade Contractors, Furniture, Lumber, Office Equipment, etc.	\$					\$ 16,810	
				%					0.0%	
51	Wholesale Trade - Nondurable Goods	423120, 424120, 424210, 424320, 424720	Motor Vehicle Supplies , Stationery and Office Supplies, Apparel, Petroleum Wholesalers	\$			\$ 419,433		\$ 36,294	\$ 352,523
				%			0.8%		0.1%	0.6%
53	Retail Store	452111, 452112,4529109	Department, Discount, and Supercenter Stores	\$						
				%						

SPEND BY SIC CODE -ALL TIERS

NATIVE-AMERICAN		OTHER		TOTAL MEN	TOTAL WOMEN	TOTAL MBE	TOTAL WBE	TOTAL WMBE	TOTAL DVBE	TOTAL WMDVBE	TOTAL	TOTAL
MEN	WOMEN	MEN	WOMEN	Minority Business Enterprises	Minority Business Enterprises	Minority Business Enterprises	Women Business Enterprises	Women/Minority Business Enterprises	Disabled Veteran Business Enterprises	Women Minority Disabled Veteran Business Enterprises	NON-DIVERSE VENDORS/SUPPLIERS	PROCUREMENT
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 450,182	\$ 450,182
										0.0%		
				\$ 156,042	\$ -	\$ 156,042		\$ 156,042		\$ 156,042	\$ 3,079,660	\$ 3,235,702
				0.3%		0.3%		0.3%		0.3%		
				\$ 423,977	\$ -	\$ 423,977		\$ 423,977		\$ 423,977	\$ 60,056,097	\$ 60,480,074
				0.8%		0.8%		0.8%		0.8%		
				\$ 1,818,747	\$ 1,425,555	\$ 3,244,302	\$ 19,876,165	\$ 23,120,467		\$ 23,120,467	\$ 23,062,547	\$ 46,183,014
				3.3%	2.6%	5.8%	35.6%	41.4%		41.4%		
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 52,515	\$ 52,515
				\$ 61,231	\$ -	\$ 61,231		\$ 61,231		\$ 61,231	\$ 429,540	\$ 490,771
				0.1%		0.1%		0.1%		0.1%		
				\$ -	\$ 39,998	\$ 39,998	\$ 150,309	\$ 190,307		\$ 190,307	\$ 1,968,878	\$ 2,159,185
					0.1%	0.1%	0.3%	0.4%		0.4%		
				\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ 84,252	\$ 84,252
							0.0%	0.0%		0.0%		
				\$ -	\$ -	\$ -	\$ 11,339	\$ 11,339		\$ 11,339	\$ 9,066,439	\$ 9,077,778
							0.0%	0.0%		0.0%		
				\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ 2,641,263	\$ 2,641,263
							0.0%	0.0%		0.0%		
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 364,588	\$ 364,588
				\$ 510,693	\$ -	\$ 510,693	\$ 4,629,909	\$ 5,140,602		\$ 5,140,602	\$ 17,878,986	\$ 23,019,588
				0.9%		0.9%	8.3%	9.2%		9.2%		
				\$ -	\$ -	\$ -	\$ 1,332	\$ 1,332		\$ 1,332	\$ 143,257	\$ 144,589
										0.0%		
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 182,269	\$ 182,269
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 5,091,954	\$ 5,091,954
				\$ -	\$ -	\$ -	\$ 383,369	\$ 383,369		\$ 383,369	\$ 1,058,794	\$ 1,442,163
							0.7%	0.7%		0.7%		
				\$ 16,649,470	\$ -	\$ 16,649,470	\$ 2,044	\$ 16,651,514		\$ 16,651,514	\$ 61,040,503	\$ 77,692,018
				29.8%		29.8%	0.0%	29.9%		29.9%		
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 468,131	\$ 468,131
				\$ 16,810	\$ -	\$ 16,810	\$ 2,643,955	\$ 2,660,765		\$ 2,660,765	\$ 18,339,819	\$ 21,000,584
				0.0%		0.0%	4.7%	4.8%		4.8%		
				\$ 455,727	\$ 352,523	\$ 808,250		\$ 808,250	\$ 2,683	\$ 810,932	\$ 844,967	\$ 1,655,900
				0.8%	0.6%	1.4%		1.4%	0.0%	1.5%		
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 991,326	\$ 991,326

MAJOR GROUP SIC CODE	SIC CODE DESCRIPTION	NAICS CODES	NAICS CODE DESCRIPTION	AFRICAN-AMERICAN		ASIAN-AMERICAN		HISPANIC-AMERICAN		
				MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	
54	Food Stores	445299, 722213	All Other Specialty Food Stores, Snack and Non-alcoholic Beverage Bars	\$						
				%						
56	Apparel and Accessory Stores	448120, 448150, 448190, 561422	Men's, Women's Clothing Stores, Clothing Accessories Stores	\$						
				%						
57	Home Furniture, Furnishing, and Equipment Stores	443112, 443120	Radio, Television, Computer, and Other Electronic Stores	\$	\$ 18,712					
				%	0.0%					
58	Eating and Drinking Places	722310, 722320	Food Service Contractors, Caterers	\$						
				%						
59	Miscellaneous Retail	453998, 454210, 454312, 454390	All Other Misc. Store Retailers, Vending Machines Operators, Oil Dealers, Direct Selling	\$						
				%						
62	Security and Commodity Brokers, Dealers, Exchanges and Services	523110, 523930	Investment Banking and Securities Dealing, Investment Advice	\$						
				%						
65	Real Estate	237210, 531120, 531210, 531390	Land Subdivision, Lessors of Nonresidential Buildings, Offices of Real Estate Brokers	\$						
				%						
67	Holding and Other Investment Offices	525990	Other Financial Vehicles	\$						
				%						
70	Hotels, Rooming Houses, Camps, and Other Lodging Places	721110	Hotels	\$						
				%						
73	Business Services	238990, 323114, 711510, ...	All Other Specialty Trade Contractors, Quick Printing, etc., Independent Artist and Writers	\$	\$ 1,474,749	\$ 139,519	\$ 179,183	\$ 801,847	\$ 1,085,178	
				%	2.6%	0.3%	0.3%	1.4%	1.9%	
75	Automotive Repair	532111, 811111, 811121, 811122, 811198	Car Rentals, Automotive Repair, Body, Paint, Glass, Interior, Other Repair and Maintenance	\$						
				%						
76	Miscellaneous Repair Services	443111, 561622, 811213	Household Appliance Stores, Lock Smiths, Communication Equipment Repair and Maintenance	\$						
				%						
78	Motion Pictures	512110	Motion Picture and Video Production	\$						
				%						
79	Amusement and Recreation Services	713110, 713990	Amusement and Recreation Industries	\$						
				%						
81	Legal Services	541110	Offices of Lawyers	\$	\$ 27,553					
				%	0.0%					
82	Educational Services	519120, 611110, 611310, 611430, 611699	Libraries and Archives, Elementary, Secondary Schools, Colleges, Management Training	\$						
				%						
83	Social Services	813319	Other Social Advocacy Organizations	\$						
				%						
86	Membership Organizations	813410, 813920	Business, Civic, and Social Organizations	\$						
				%						
87	Engineering, Accounting, Research, Management, Related Services	541310, 541611, 541711, 561110	Architectural Services, Management Consulting and Services, Office Administrative Services	\$		\$ 15,870		\$ 622,478		
				%		0.0%		1.1%		
89	Miscellaneous Services	541620, 541990, 711510	Environmental Consulting Services, All Other Professional, Scientific, Technical Services	\$						
				%						
All Other	SIC Codes: 20,22,28,30,31,46,51, 52, 59,61,71,72,80,91, 96	312112, 325520, 332323, 492110, 452112, 524298, 721110, 721199, 487990, ...	All other SIC Codes with no diverse spend values \$50k or less	\$						
				%						
Totals				\$	\$ 3,337,839	\$ -	\$ 17,434,922	\$ 1,644,736	\$ 2,420,665	\$ 1,437,700

SPEND BY SIC CODE -ALL TIERS

NATIVE-AMERICAN		OTHER		TOTAL MEN	TOTAL WOMEN	TOTAL MBE	TOTAL WBE	TOTAL WMBE	TOTAL DVBE	TOTAL WMDVBE	TOTAL	TOTAL
MEN	WOMEN	MEN	WOMEN	Minority Business Enterprises	Minority Business Enterprises	Minority Business Enterprises	Women Business Enterprises	Women/Minority Business Enterprises	Disabled Veteran Business Enterprises	Women Minority Disabled Veteran Business Enterprises	NON-DIVERSE VENDORS/SUPPLIERS	PROCUREMENT
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 406,509	\$ 406,509
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 239,462	\$ 239,462
				\$ 18,712	\$ -	\$ 18,712	\$ 6,782	\$ 25,494		\$ 25,494	\$ 725,202	\$ 750,697
				0.0%		0.0%	0.0%	0.0%		0.0%		
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 71,696	\$ 71,696
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 4,157,495	\$ 4,157,495
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 113,149	\$ 113,149
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 722,047	\$ 722,047
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 1,247,886	\$ 1,247,886
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 506,079	\$ 506,079
				\$ 2,416,115	\$ 1,264,360	\$ 3,680,476	\$ 1,772,510	\$ 5,452,986		\$ 5,452,986	\$ 17,631,726	\$ 23,084,711
				4.3%	2.3%	6.6%	3.2%	9.8%		9.8%		
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 16,779,626	\$ 16,779,626
												0.0%
				\$ -	\$ -	\$ -	\$ 25,057	\$ 25,057		\$ 25,057	\$ 620,275	\$ 645,332
							0.0%	0.0%		0.0%		0.0%
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 113,927	\$ 113,927
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 217,436	\$ 217,436
				\$ 27,553	\$ -	\$ 27,553		\$ 27,553		\$ 27,553	\$ 6,043,586	\$ 6,071,139
				0.0%		0.0%		0.0%		0.0%		
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 58,135	\$ 58,135
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 91,436	\$ 91,436
												0.0%
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 686,254	\$ 686,254
				\$ 638,348	\$ -	\$ 638,348		\$ 638,348		\$ 638,348	\$ 8,332,226	\$ 8,970,574
				1.1%		1.1%		1.1%		1.1%		
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 218,827	\$ 218,827
				\$ -	\$ -	\$ -		\$ -		\$ -	\$ 164,310	\$ 164,310
\$ -	\$ -	\$ -	\$ -	\$ 23,193,425	\$ 3,082,436	\$ 26,275,862	\$ 29,502,770	\$ 55,778,632	\$ 2,683	\$ 55,781,315	\$ 266,443,259	\$ 322,224,574
				41.5%	5.5%	47.1%	52.9%	100.0%	0.0%	100.0%		
										17.3%	82.7%	100.0

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