



2015 Supplier Diversity Annual Report & 2016 Annual Plan





April 1, 2016

The Time Warner Cable Supplier Diversity program was established over a decade ago, and it remains key to our commitment to a high-performance culture that fully leverages the diversity of people, perspectives and experiences in an inclusive environment. For TWC, diversity is a business priority - in its employee recruitment practices, employee training, marketing, community relations and supplier relationships. In fact, 46% of our workforce is diverse and we have been honored with multiple awards for our company and individual diversity efforts.

Supplier Diversity is an important aspect of our effort to expand our connection with our customers and with the communities we serve. We also believe that increasing diversity among our suppliers increases our access to the best products and services, so we continually explore ways to identify, connect with and increase opportunities for diverse suppliers and vendors to participate in our procurement activities. Notably, one element of our outreach program - Time Warner Cable's Live Supplier Diversity Webinar series - was recently honored with multiple PRSA-LA Prism Awards.

To spotlight the significance of Supplier Diversity to our overall business strategy, Time Warner Cable is submitting the enclosed 2015 Supplier Diversity Annual Report & 2016 Annual Plan, to give you information and insight into Time Warner Cable's commitment to diversity, recent achievements and our continued efforts to promote diversity in supplier and vendor relationships.



Sincerely,

Deane Leavenworth,
*Regional Vice President,
Government Relations*



David Wiehagen
*Vice President &
Chief Procurement Officer*



2015 Annual Supplier Diversity Report

Time Warner Cable (TWC) is pleased to release its 2015 Supplier Diversity Annual Report and 2016 Annual Plan to demonstrate the proactive measures we are taking as a company to drive us closer to building a leading supplier diversity program.

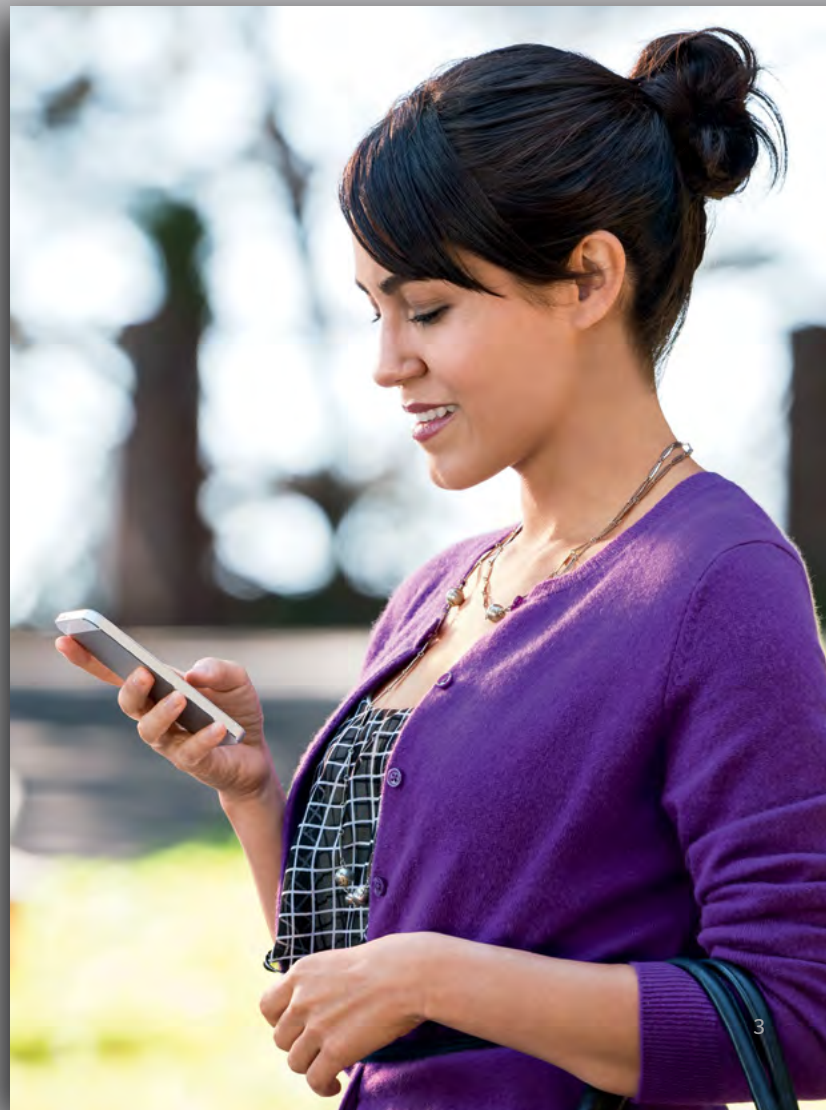
DIVERSITY IS CONNECTED TO OUR OVERALL PRIORITIES AS A BUSINESS

Our approaches to product development, programming, marketing, customer service, and workforce development must include a consideration of these significant demographic shifts in the U.S. population and what they mean for Time Warner Cable as an organization.

TWC's business strategy consists of three key priorities:

- **Innovation** - TWC's legacy and future involves ground-breaking advances in technology. Studies have shown that diverse work teams produce more innovative results than homogenous teams. Thus, it is imperative that the TWC culture is one of inclusion and respect for all employees to ensure that we are leveraging the full talents of every individual.
- **Smarter Marketing** - We must excel in this area as our industry expands and becomes more competitive. Understanding our changing customer base and their needs is critical to successful marketing, so we must continue to increase our understanding of diverse audiences and their preferences in order to communicate with them effectively.
- **Customer Service** - We are nothing without customers and so we must be well equipped to provide them with the highest standards of service. Ensuring our workforce reflects the communities and customers we serve is one key to successful customer service.

Time Warner Cable's ability to leverage diversity both now and over the long term will have a significant impact on the extent to which we can achieve our business goals and continue to be an industry leader.





AWARDS & RECOGNITION

In 2015, we were honored with multiple awards for our company and individual diversity efforts including:

- DiversityInc named TWC a 2015 Top 25 *Noteworthy Companies for diversity and inclusion*
- DiversityInc's 2015 *People on the Move*
- Human Rights Campaigns' 2015 Corporate Equality Index - *Best Places to Work*
- Cablefax Magazine's 2015 Diversity Issue
- *Top Company for People of Color* by the National Association for Multi-Ethnicity in Communications
- Women in Cable & Telecommunications named TWC as *one of the best companies for women* in cable telecommunications

SUPPLIER DIVERSITY

Diverse businesses are among the fastest growing segments of the U.S. economy. As of 2012 there were an estimated 6 million minority-owned businesses in the U.S. generating an estimate of \$1 trillion annual revenue and employing nearly 6 million workers.

When companies such as Time Warner Cable partner with diverse businesses, they are also impacting the economic development of those communities in which they reside.

We believe that fostering consideration of diverse suppliers helps us have access to the best products and services, thereby creating value for our stockholders.

Accordingly, our Supplier Diversity program is designed to increase the inclusion of minorities, women, disabled, veterans, disabled veterans, small business and economically disadvantaged in our supply chain processes.

Supplier Diversity is a business strategy that encourages the use of companies owned, operated and controlled by minorities, women, veterans, disabled veterans and LGBT. They can belong to one or more classifications:

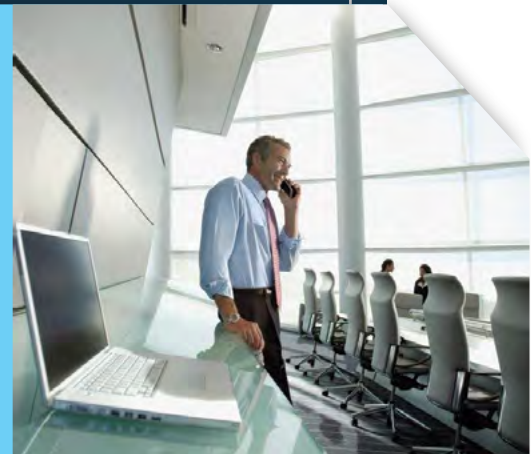
- African American
- Asian American
- Hispanic American
- Native American
- Woman
- Service Veteran
- Service-Disabled Veteran
- Disabled American
- Lesbian, Gay, Bisexual, or Transgender American (LGBT)

Our supplier diversity program seeks to confirm existing diverse partners are certified as diverse suppliers via a bi-annual third-party data enrichment process that assesses whether they are:

- A for-profit business, regardless of size, physically located in the United States
- At least 51% owned, controlled and operated by a minority, woman, veteran, or LGBT U.S. citizen

TWCABLESUPPLIERDIVERSITY.com

Diverse vendors are encouraged to register on our Supplier Diversity Portal, an internal clearinghouse used by our Strategic Procurement team to engage and interact with diverse suppliers. Suppliers can register free at www.twcablesupplierdiversity.com





2015 LIVE SUPPLIER DIVERSITY WEBINAR SERIES

Since 2012, we have hosted a live nationwide online meeting from California on the third Thursday of every month. This meeting takes place at 11:30 a.m. and is held 11 times per year.

2015 marked a milestone for our TWC Webinar series as we surpassed more than 1,000 businesses from around the U.S. which have participated in our informative online meetings over the last three years.

The Webinar serves as a resource for suppliers interested in general information about how to do business with award-winning Time Warner Cable series.



Among the most popular vendor services categories, the TWC Strategic Procurement Department's Category Managers can offer to meet one-on-one with potential vendors to better understand their products or services and answer specific opportunity questions.

SINCEREST FORM OF FLATTERY

TWC's easy to join, informational live Webinar series has caught the attention of national retail brands, which have replicated our supplier diversity onboarding model.

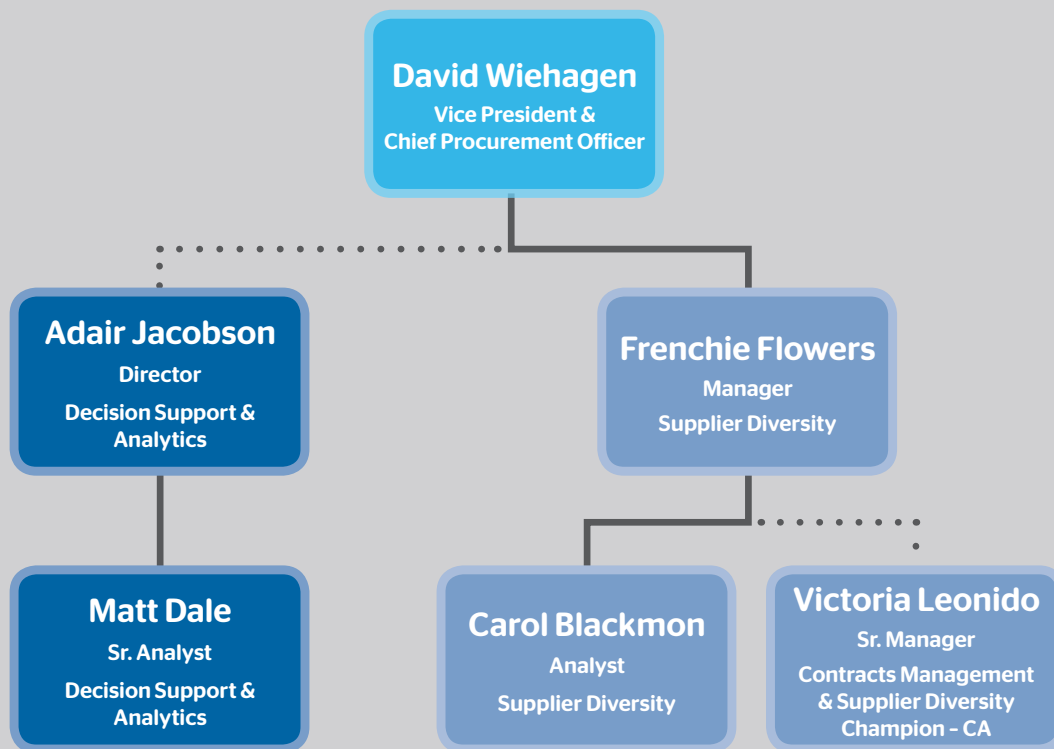
TWC's SUPPLIER DIVERSITY TEAM

The Time Warner Cable Supplier Diversity Team is structured to cover all aspects of a standard corporate program. Although there is a dedicated Supplier Diversity Team, input from other business areas help fully round out the program. TWC's program consists of 3 components:

Program: The execution of the plan of action aimed at accomplishing the business objectives to grow the Supplier Diversity program.

Reporting & Analytics: This is the examination and compilation of data to measure and allow for strategic decisions related to Supplier Diversity. We rely on the Decision Support & Analytics team, as well as new team Analyst to perform this aspect of the program.

Events: This consists of planned internal and external public & private occasions that promote the utilization of diverse suppliers. The program covers the TWC Enterprise, so we rely on various support teams to assist with the attendance, and promotions to cover events within our footprint.





TWC's SUPPLIER DIVERSITY PROGRAM IMPORTANCE

Why is Supplier Diversity important to TWC? Choosing diverse suppliers (small businesses, veteran-owned businesses, minority-owned businesses, etc.) is an investment in our customers and their communities. These diverse businesses are run by and employ our subscribers (and potential/future customers). By building relationships with these suppliers and providing them with business opportunities, a diverse supplier relationship benefits the suppliers, their communities, and TWC.

TWC's Supplier Diversity program is specifically important because:

- Facilitates success of suppliers
- Helps suppliers to gain future business and overall growth
- Helps to fulfill corporate social responsibility, possible business requirements, and financial relevance.
- Increases TWC's competitive advantage
- Equals opportunities
- Increases social inclusion
- Fosters local economic development

Time Warner Cable's Chairman and CEO Rob Marcus leads the company's Executive Inclusion Council. This council provides guidance and leadership on strategic priorities for diversity and inclusion. It also reviews overall diversity metrics and holds frank discussions on how diversity impacts TWC business efforts.

TWC's TIER I REPORTING METHODOLOGY

Many industry groups representing diverse businesses, as well as other companies with Supplier Diversity programs, recommend segmenting spend into influenceable and excluded categories, in order to accurately measure the achievements of a Supplier Diversity program.

	Influenceable Spend	Excluded Spend
Definition	Spend that <u>could</u> be spent with diverse suppliers, although you may or may not use a diverse supplier today	Spend in areas where there are no opportunities to choose a diverse supplier
Examples	<ul style="list-style-type: none"> • Installation Labor • Consulting • Uniforms 	<ul style="list-style-type: none"> • Utilities • Taxes • Mortgages

Calculation Methodology (as of Q2 2013)	
Numerator Data Set	AP Vouchers Paid (by date paid)
Numerator Exclusions	<ul style="list-style-type: none"> • Areas determined to have no/minimal opportunity for diverse spend <ul style="list-style-type: none"> • CPE is excluded by item number • Other areas with no/minimal opportunity for diverse spend are excluded based on Capital Category codes and GL accounts
Denominator Data Set	AP Vouchers Paid (by date paid)
Denominator Exclusions	<ul style="list-style-type: none"> • Accounts determined to have no/minimal opportunity for diverse spend (<i>same accounts as numerator</i>) • Employee expenses <u>less</u> contract labor, temp labor, uniforms, and other "influenceable" expenses • Direct expenses • Utilities, telephone expenses, pole rent, fiber leases • Property taxes, other taxes, licenses • Legal settlements

TWC's TIER II REPORTING METHODOLOGY

The Supplier Diversity team consistently reports the Tier 2 spend of our largest Prime Suppliers on a quarterly basis.

This reporting is supplied from our Primes at the request of the Supplier Diversity team on a voluntary basis. The reporting is provided to the Executive Inclusion Council quarterly - which includes TWC's CEO.

There are two methodologies by which to collect and measure Tier 2 supplier diversity data - direct and indirect. TWC uses a combination of both methodologies. TWC's Tier 1 suppliers are permitted to choose which method they use to report based on the abilities of their internal data collection systems.

Indirect Diversity Spend

- Under the Indirect reporting method, the Tier 1 supplier provides TWC with their spend with diverse suppliers by diversity category, as well as the ratio of the Tier 1 supplier's sales to TWC total U.S. sales for the reporting period (the 'indirect allocation factor')
- The indirect method is used when payments made by the Tier 1 supplier to its diverse Tier 2 suppliers *cannot* be directly traced back to purchases made by TWC from the Tier 1 supplier
- The indirect method is the most commonly used method for TWC's Tier 1 suppliers to report Tier 2 diversity spend

Direct Diversity Spend

- Under the direct reporting method, the Tier 1 supplier provides TWC with an exact dollar amount spent with a diverse supplier on TWC's behalf
- The direct method is used when payments made by the Tier 1 supplier to its diverse Tier 2 suppliers *can* be directly traced directly back to purchases made by TWC from the Tier 1 supplier
- The direct method of reporting is preferred by TWC, since it is more precise; however, most Tier 1 suppliers do not have the data capabilities to trace their spend with a diverse supplier directly back to a transaction between the Tier 1 supplier and TWC

Example: Tier 2 Indirect Diversity Spend Calculation

$$\begin{array}{l} \text{Tier 1 supplier sales to TWC during period} \\ \text{Tier 1 supplier U.S. sales during period} \end{array} * \begin{array}{l} \text{Tier 1 supplier} \\ \text{spend w/Veterans} \end{array} = \begin{array}{l} \text{Spend w/Veterans} \\ \text{attributable to TWC} \end{array}$$

Indirect allocation factor

STRATEGIC MATCH MAKING

One of the ways we plan to recruit diverse supplier in categories where diverse suppliers are currently unavailable is through our Strategic Match Making program.

Through this program, the Supplier Diversity team will work to ensure that they are finding diverse vendors for specific opportunities that TWC has to offer.

Benefits

- Introduces TWC to new Suppliers
- Creates opportunity
- Supports local community
- Delivers on TWC's goal of Supplier Diversity



TWC's SUPPLIER DIVERSITY WEBINAR

Our Monthly Webinar continues to attract many Diverse Suppliers who are interested in learning more about doing business with TWC.



Get your foot in the door

Free Monthly Supplier Diversity LIVE Webinar

No need to leave the office

At Time Warner Cable we are always looking for ways to diversify our pool of suppliers. Our free, monthly, live Webinar series serves as a great opportunity for a minority business to learn more about TWC and gain procurement department contacts.

In just 30 minutes learn:

- The criteria and benefits of being a TWC vendor
- The inside scoop on the “how-to” of our process
- How to connect with TWC departments who need your services

Join this Webinar - it could be a game changer for your business. We don't want you to miss an opportunity for us to do business with a company like yours.

RSVP for a Webinar: Frenchie.Flowers@twcable.com
TWCablesupplierdiversity.com

*Monthly Webinars except December

WHEN: Every third Thursday of month*

TIME: 2:30 p.m. Eastern/11:30 a.m. Pacific

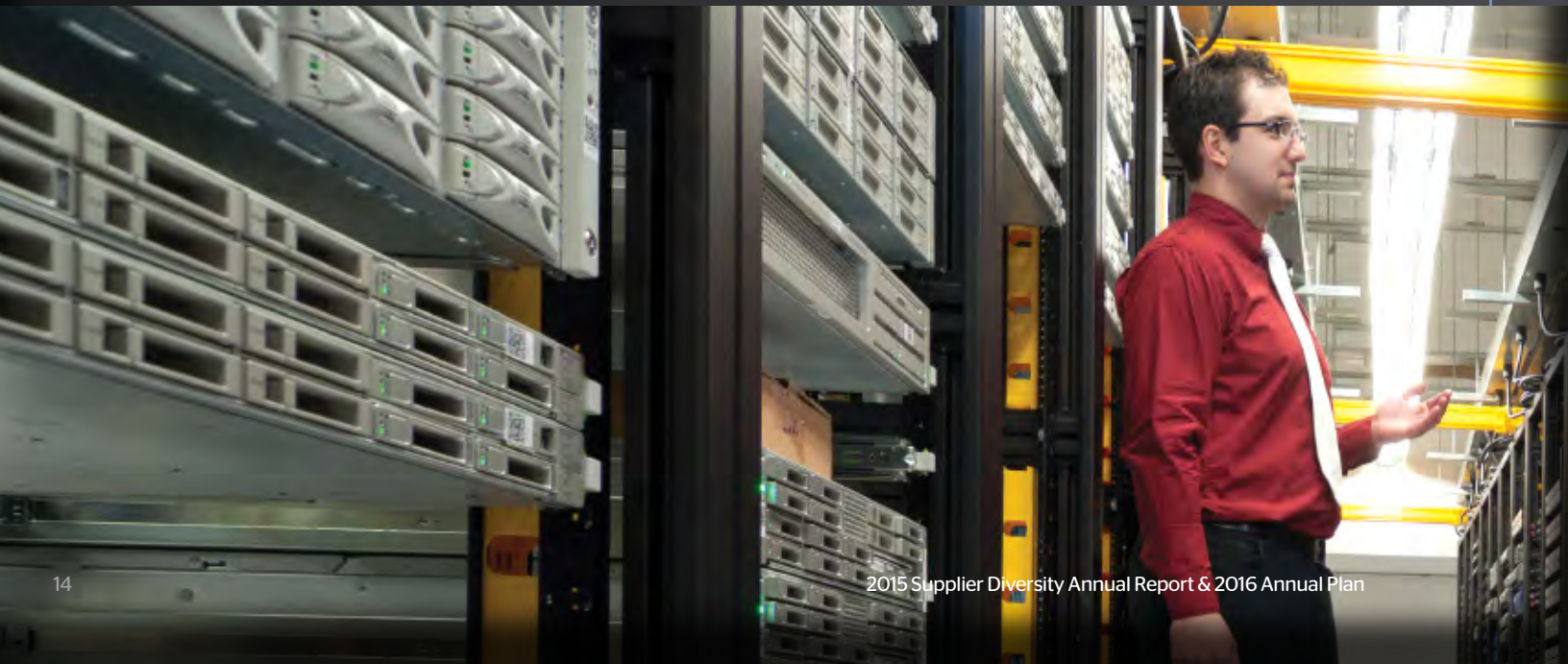
WEBINAR: It's free and easy - join the online meeting & conference call



OUTREACH PROGRAM

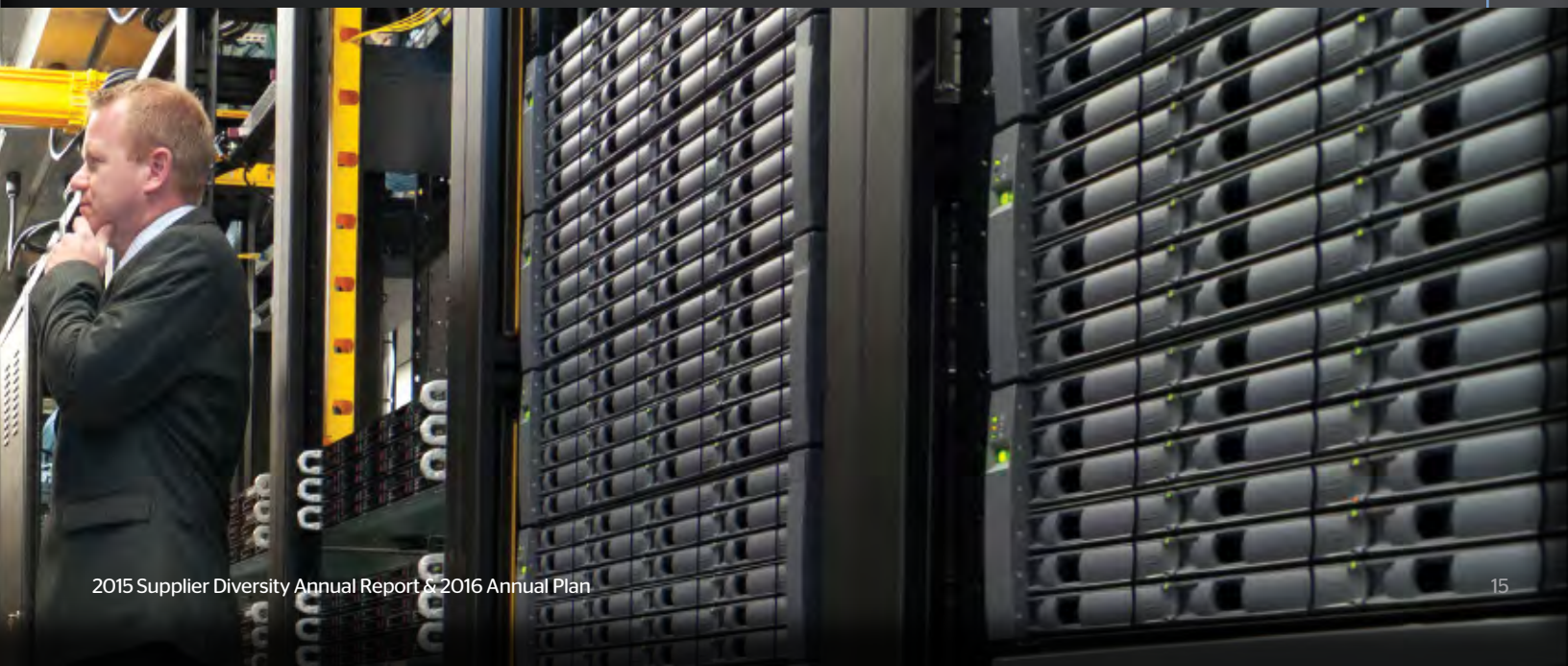
2015 Program and Events

Date	Events
JAN	TWC Monthly Webinar - How to Become a TWC Diverse Supplier
JAN	Carolina/Virginia Minority Supplier Development Council Annual Meeting
FEB	TWC Monthly Webinar - How to Become a TWC Diverse Supplier
MAR	Southern California Minority Supplier Development Council Business Opportunity Fair
MAR	National Minority Supplier Development Council Technology Industry Group Member Meeting
MAR	TWC Monthly Webinar - How to Become a TWC Diverse Supplier
MAR	SOMOS New York - El Futuro Spring Conference
MAR	Carolina/Virginia Minority Supplier Development Council Corporate Supplier Diversity ProForum
APR	TWC Monthly Webinar - How to Become a TWC Diverse Supplier
APR	National Minority Supplier Development Council Program Manager's Seminar & Training
APR	Inglewood Business Resource Seminar & Expo
MAY	TWC Monthly Webinar - How to Become a TWC Diverse Supplier
MAY	Small Business Development Center of California N. San Diego's Matchmaking/Pitch-It
JUN	TWC Monthly Webinar - How to Become a TWC Diverse Supplier
JUN	NY/NJ Minority Supplier Development Council Business Opportunity Expo
JUN	Hispanic Contractors Association of the Carolinas Construction Conference
JUL	TWC Monthly Webinar - How to Become a TWC Diverse Supplier
AUG	Carolina/Virginia Minority Supplier Development Council Business Opportunity Conference -TWC Title Sponsor
AUG	California Hispanic Chambers of Commerce Convention
AUG	California Black Chamber of Commerce Convention
AUG	TWC Monthly Webinar - How to Become a TWC Diverse Supplier
SEP	TWC Monthly Webinar - How to Become a TWC Diverse Supplier
OCT	Black Business Association Procurement Fair
OCT	National Minority Supplier Development Council Conference & Business Opportunity Exchange
OCT	California Asian Business Summit
OCT	TWC Monthly Webinar - How to Become a TWC Diverse Supplier
NOV	5th Annual Cable Companies California Supplier Diversity Fair
NOV	TWC Monthly Webinar - How to Become a TWC Diverse Supplier



2016 Program and Events

Date	Events
JAN	TWC Monthly Webinar - How to Become a TWC Diverse Supplier
JAN	Carolina/Virginia Minority Supplier Development Council (CVMSDC) Annual Meeting
FEB	TWC Monthly Webinar - How to Become a TWC Diverse Supplier
FEB	NY/NJ Minority Supplier Development Council Quarterly Members Meeting
MAR	TWC Monthly Webinar - How to Become a TWC Diverse Supplier
MAR	CVMSDC Regional Area Council Meeting
MAR	CVMSDC 2016 Supplier Diversity Pro Forum
MAR	NMSDC Impact 2016
MAR	NY/NJ MSDC Corporate Webinar: Extending Supplier Diversity's Reach Through Internal Partnerships
MAR	Greater Women's Business Council Annual Meeting 2016
APR	TWC Monthly Webinar - How to Become a TWC Diverse Supplier
MAY	NMSDC CPO Summit
MAY	TWC Monthly Webinar - How to Become a TWC Diverse Supplier
JUN	NY/NJ Minority Supplier Development Council Business Opportunity Expo
JUN	TWC Monthly Webinar - How to Become a TWC Diverse Supplier
JUL	TWC Monthly Webinar - How to Become a TWC Diverse Supplier
AUG	Carolina/Virginia Minority Supplier Development Council Business Opportunity Conference
AUG	California Hispanic Chambers of Commerce Convention
AUG	California Black Chamber of Commerce Convention
AUG	TWC Monthly Webinar - How to Become a TWC Diverse Supplier
SEP	TWC Monthly Webinar - How to Become a TWC Diverse Supplier
OCT	Black Business Association Procurement Fair
OCT	National Minority Supplier Development Council Conference & Business Opportunity Exchange
OCT	TWC Monthly Webinar - How to Become a TWC Diverse Supplier
NOV	6th Annual Cable Companies California Supplier Diversity Fair
NOV	TWC Monthly Webinar - How to Become a TWC Diverse Supplier
TBD	National Minority Supplier Development Council (NMSDC) Technology Industry Group DiversityNXT
TBD	National Gay & Lesbian National Chamber of Commerce Annual Conference





MEMBERSHIPS, ORGANIZATIONS, PARTNERSHIPS AND AWARDS RELATED TO DIVERSITY

2015 Diversity Related Awards

2015 Top Company for People of Color

WICT's 2015 Best Companies for Women in Cable

Human Rights Campaign Best Place to Work for LGBT Employees

Chinese American Planning Council's 2015 Corporate Social Responsibility Award

2016 Memberships, Organizations & Partnerships

National Gay & Lesbian Chamber of Commerce

California Utilities Diversity Council

California Hispanic Chambers of Commerce

California Black Chamber of Commerce

California Asian Pacific Chamber of Commerce

National Latina Business Women Owners Association

Equality California

National Minority Supplier Development Council Technology Industry Group

Women in Cable - Telecommunications

National Association for Multi-Ethnicity in Communications

Diversity Best Practices

National Association of Black Accountants

Chinese-American Planning Council, Inc.

Human Rights Campaign

National Black MBA Association

T. Howard Foundation Diversity in Media

Emma L. Bown Foundation for Minority Interests in Media

2016 ANNUAL SHORT, MID & LONG TERM GOALS													
MAIN CATEGORIES		MBE			WBE			DVBE			LGBTE		
		SHORT ('17)	MID ('19)	LONG ('21)	SHORT ('17)	MID ('19)	LONG ('21)	SHORT ('17)	MID ('19)	LONG ('21)	SHORT ('17)	MID ('19)	LONG ('21)
ELECTRONIC AND OTHER ELECTRICAL EQUIPMENT AND COMPONENTS, EXCEPT COMPUTER	36	1%	2%	2%	2%	2.5%	4%	0%	0.5%	0.5%	0%	0.5%	1%
TRANSPORTATION EQUIPMENT	37	1%	2%	2%	2%	2.5%	4%	0%	0.5%	0.5%	0%	0.5%	1%
FABRICATED METAL PRODUCTS, EXCEPT MACHINERY AND TRANSPORTATION EQUIPMENT	34	1%	2%	2%	2%	2.5%	4%	0%	0.5%	0.5%	0%	0.5%	1%
WHOLESALE TRADE & DURABLE GOODS	50	1%	2%	2%	2%	2.5%	4%	0%	0.5%	0.5%	0%	0.5%	1%
BUSINESS SERVICES	73	1%	2%	2%	2%	2.5%	4%	0%	0.5%	0.5%	0%	0.5%	1%
ENGINEERING, ACCOUNTING, RESEARCH, MANAGEMENT, AND RELATED SERVICES	87	1%	2%	2%	2%	2.5%	4%	0%	0.5%	0.5%	0%	0.5%	1%
ADMINISTRATION OF ECONOMIC PROGRAMS	96	1%	2%	2%	2%	2.5%	4%	0%	0.5%	0.5%	0%	0.5%	1%
MEMBERSHIP ORGANIZATIONS	86	1%	2%	2%	2%	2.5%	4%	0%	0.5%	0.5%	0%	0.5%	1%
MOTOR FREIGHT TRANSPORTATION AND WAREHOUSING	42	1%	2%	2%	2%	2.5%	4%	0%	0.5%	0.5%	0%	0.5%	1%
HOME FURNITURE, FURNISHINGS, AND EQUIPMENT STORES	57	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
SOCIAL SERVICES	83	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TRANSPORTATION SERVICES	47	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
PUBLIC FINANCE, TAXATION, AND MONETARY POLICY	93	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
APPAREL AND ACCESSORY STORES	50	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
MOTION PICTURES	78	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
AMUSEMENT AND RECREATION SERVICES	79	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
COMMUNICATIONS	48	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
NONDEPOSITORY CREDIT INSTITUTIONS	61	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
MISCELLANEOUS RETAIL	59	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
INDUSTRIAL AND COMMERCIAL MACHINERY AND COMPUTER EQUIPMENT	35	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL PERCENT		9%	18%	18%	18%	23%	36%	0%	5%	5%	0%	5%	9%

DESCRIPTION OF WMDVLGBTBE PROGRAM ACTIVITIES

Section 10.1.2

Internal Program Activities

- At TWC, Supplier Diversity education is a valuable ongoing process. Our executive leadership believes it is important for all employees to understand the benefits of recruiting, using, retaining, and growing our diverse supply base
- We offer both web-based and classroom Supplier Diversity training opportunities for TWC employees. In addition to Supplier Diversity-specific training modules, there is also a Supplier Diversity component in the Diversity and Inclusion online training module
- Upon request, the Supplier Diversity team also provides individual and group training to business units throughout the company in order to educate decision makers about diverse purchasing practices and options and encourage them to take advantage of these options
- The Supplier Diversity team plans to develop a Supplier Diversity Guidelines Playbook so that Procurement and other departments have an additional tool to guide them through the process of choosing diverse suppliers
- During 2016, the Supplier Diversity team plans to continue presenting quarterly supplier diversity metrics to the TWC senior leadership team

External Program Activities

- Integrate LGBT outreach and events into the 2016 outreach plan
- Continue the monthly award-winning free Supplier Diversity LIVE webinar series
- Expand the list of Tier II vendors reporting their Tier II spend within the state of California
- TWC will continue efforts to grow its diverse supply base and spend within the California footprint, and encourage those suppliers to apply for CPUC certification
- The Supplier Diversity Team plans to continue participation in various trade fairs and conferences to promote its programs and discover diverse suppliers for existing opportunities
- The Supplier Diversity team will assist diverse partners to continue their success within the company by hosting strategically targeted match-making sessions with key decision makers



PLANS FOR RECRUITING WMDVLGBTBE SUPPLIERS WHERE WMDVLGBTBE UTILIZATION HAS BEEN LOW

Section 10.1.3

The Supplier Diversity team will evaluate low utilization areas in our procurement practices and create and implement strategies to address these issues. The team will work with key decision makers to identify opportunities and position them to diverse suppliers within low utilizations areas.

- Research CPUC supplier base to align vendors with existing opportunities
- Encourage major Original Equipment Manufacturers (OEMs) to consider CPUC Value Added Resellers (VAR)
- Develop existing CPUC supplier partners to increase spend opportunities
- Participate in California trade fairs and conferences to grow diverse partners
- Modify contract policy language to express specific Tier II reporting requirements.
- Continue coordinating internal introductions of diverse suppliers to key decision makers
- Coordinate onsite introductions with key prime suppliers to diverse suppliers for possible subcontracting opportunities
- Team with internal Business Services sales unit to identify potential diverse subcontracting opportunities in an effort to increase diverse spend and meet diverse spend goals
- Work with Strategic Procurement and key decision makers to determine a strategy to include diverse suppliers into existing and future major projects and contracts

PLANS FOR RECRUITING WMDVLGBTBE SUPPLIERS IN ANY “EXCLUDED CATEGORY”

Section 10.1.4

At Time Warner Cable, we target diverse suppliers when possible, based on the opportunity and availability of suppliers. The “excluded categories” are not applicable to our program.



PLANS FOR ENCOURAGING PRIME CONTRACTORS AND GRANTEES TO ENGAGE WMDVLGBTBES

Section 10.1.5

We plan to encourage our Prime Suppliers to increase their use of diverse suppliers by:

- Conducting targeted match-making events - virtual and face-to-face
- Creating tools and other initiatives that will aid in identifying diverse business opportunities
- Focusing on Information Technology and Technology categories for diversity outreach (external effort) and education (internal effort) with the goal of increasing the number of diverse IT and Technology suppliers with whom we do business
- Creating a Supplier Diversity Champion program. Champions within this program will serve as delegates to our internal business leaders and Prime Suppliers
- Using our newly acquired additional resource (Supplier Diversity Analyst) to focus on the identification of new diverse suppliers and introduction of current suppliers to both our Tier 1 and Tier 2 diversity programs
- Continuing to participate in diversity outreach events that align with Supplier Diversity team goals, focusing primarily on those with the greatest potential for meeting new and relevant diverse businesses based on available opportunities at TWC
- Providing internal business leaders with continued assistance in understanding the importance of Supplier Diversity and on how to increase their usage of diverse suppliers

PLANS FOR COMPLYING WITH WMDVLGBTBE PROGRAM GUIDE-LINES

Section 10.1.6

Time Warner Cable's Supplier Team will continue efforts to meet or exceed requirements established by General Order 156 by:

- Researching diverse suppliers for opportunities throughout TWC
- Using data analytics to identify key sourcing opportunities and to continue developing our supplier diversity strategy
- Continuing to build our supplier development program by working with new and existing diverse suppliers on how to determine their best fit for TWC procurement opportunities
- Growing our Strategic Matchmaking Program by facilitating increased introductions throughout the TWC enterprise
- Raising awareness of internal teams about the training opportunities around supplier diversity, as well as the ways they can incorporate supplier diversity early in their decision making processes
- Educating existing TWC diverse suppliers who are not yet CPUC certified about the program and how to obtain CPUC certification
- Continuing to emphasize the importance and benefits of using WMDVLGBTBEs to our Prime Suppliers, and encouraging them to voluntarily participate in our Tier II supplier diversity program.
- Promoting supplier diversity training opportunities to our internal leaders and continually reminding them that we are available to assist in locating diverse vendors to meet their business needs

COMPLIANCE WITH LGBT-SPECIFIC REQUIREMENTS

Section 10.2

Time Warner Cable's Supplier Team will continue efforts to meet or exceed LGBT-requirements established by General Order 156 by:

- Becoming a corporate member of the National Gay and Lesbian Chamber of Commerce and partnering with its local affiliates to identify LGBTBEs to meet needs for products and services within TWC
- Continuing to track LGBTBEs as part of our internal Tier I and Tier II supplier diversity programs
- Establishing an internal process for identifying and recruiting LGBTBEs
- Developing an outreach program specifically designed to increase participation of LGBTBEs in our supplier diversity program
- Using data from the NGLCC to create a strategy for increasing LGBTBE participation and understanding what areas of products/services are best to target for this diverse group
- Developing additional, qualitative goals regarding the usage and outreach for LGBTBEs

2016 DESCRIPTION OF WOMEN, MINORITY, DISABLED, VETERAN BUSINESS ENTERPRISE EXTERNAL PROGRAM ACTIVITIES - PLANNED

The TWC Supplier Diversity Team has plans to tentatively attend the following Women, Minority, Disabled, Veteran Business Enterprise events and activities.

	EVENT	GROUP
MAR	MINORITY BUSINESS OPPORTUNITY	SOUTHERN CALIFORNIA MINORITY SUPPLIER DEVELOPMENT COUNCIL
MAR	TIG MEMBER MEETING	NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL - TECHNOLOGY INDUSTRY GROUP (TIG)
MAR	SUPPLIER DIVERSITY PROFORUM: REFUELING THE BUSINESS CASE FOR SD BEST PRACTICES	CAROLINAS/VIRGINIA MINORITY SUPPLIER DEVELOPMENT COUNCIL
APR	SUPPLIER DIVERSITY MATCHMAKER	BMW MOTOR COMPANY
JUN	BUSINESS OPPORTUNITY EXPO	MINORITY SUPPLIER DEVELOPMENT COUNCIL - NEW YORK/NEW JERSEY MSDC
JUN	2015 NATIONAL CONFERENCE & BUSINESS FAIR	WOMEN'S BUSINESS ENTERPRISE NATIONAL COUNCIL
AUG	BUSINESS OPPORTUNITY CONFERENCE	CAROLINAS/VIRGINIA MINORITY SUPPLIER DEVELOPMENT COUNCIL
OCT	ANNUAL CONFERENCE & BUSINESS OPPORTUNITY FAIR	NATIONAL MINORITY SUPPLIER DEVELOPMENT COUNCIL (NMSDC)



Deane Leavenworth

*Regional Vice President
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2015 SUPPLIER DIVERSITY ANNUAL REPORT & 2016 ANNUAL PLAN

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

