



April 4, 2025

VIA ELECTRONIC FILING

Ms. Rachel Peterson
Executive Director
California Public Utilities Commission
505 Van Ness Ave.
San Francisco, CA 94102-3214
Rachel.Peterson@cpuc.ca.gov

Dear Executive Director Peterson,

Charter Fiberlink CA-CCO, LLC; Time Warner Cable Information Services (California), LLC; and Bright House Networks Information Services (California), LLC (collectively referred to as "Charter") hereby submit the 2024 Supplier Diversity Spending Report and 2025 Plan in accordance with General Order 156.

Charter strives to competitively source qualified suppliers from all backgrounds for business needs across our footprint. Our business unit stakeholders are the decision-makers for supplier selection, and they use merit-based selections grounded in the competitive factors required to perform the work. In support of the business, we seek to identify, engage, and present the best suppliers for consideration by leveraging events and business organizations across the nation.

Please call me at 310-765-2185 or email Torry.Somers@Charter.com if you have any questions.

Best regards,

Torry Somers
Vice President, State Regulatory Affairs
Charter Communications
550 N. Continental Blvd., Suite 250
El Segundo, CA 90245

Annual Report

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Charter Communications	2024 Report	GO 156 Sec. 9.1.1
Description of Supplier Diversity Program Activities During the Previous Calendar Year		

Charter is committed to procurement processes that ensure a fair, competitive, and merit-based selection of suppliers, and we track the amounts Charter spends with all suppliers. We source suppliers from all backgrounds and select the most qualified suppliers to support innovation, enhance the quality, reach, and accessibility of our products and services, and contribute to our business success.

“Goals” identified in this report represent the aspirational measurements established by the California Public Utilities Commission (“CPUC”) in General Order 156 (“GO 156”).¹ Information provided by Charter reports our spend against the categories of suppliers enumerated by the CPUC in GO 156. This document was created in alignment with the requirements and definitions outlined by the CPUC, and the section titles, terminology, definitions, and goal framework are all dictated by GO 156, and they align with the CPUC-provided template.

We are a highly skilled, 100% US-based workforce that reflects the markets, communities and customers we serve across 41 states, which enables us to deliver exceptional products and services. Our employees recognize Charter as an inclusive and merit-based workplace where they are valued and belong. Our programs and policies enable all employees to reach their full potential and have a long career at our company. Information regarding our workforce data can be found in our DIVCA report submitted to the CPUC, including our most current EEO-1 data. Information on Charter’s Board of Directors can be found by accessing [this link](#) to our website.

Charter utilizes partnerships and activities that give us the ability to identify, engage, and track supplier spending from all backgrounds for the purposes of providing quality services to our customers. The following activities were done to comply with GO 156:

- Tracked direct and subcontractor spending;
- Collaborated with California-based business teams to understand their supply needs;
- Engaged prospective suppliers through matchmakers and events; and
- Maintained membership or board positions with multiple California business advocacy and development groups.

¹ Section 1.3.16 of GO 156 states that a goal is “neither a requirement nor a quota.”

Charter Communications	2024 Report	GO 156 Sec. 9.1.2
Supplier Diversity Results by Ethnicity		

			2024 of Report			
			Direct Spend ¹ \$	Sub Spend ² \$	Total \$	%
1	Minority Male	African American	\$ 695,588	\$ 265,224	\$ 960,813	0.13%
2		Asian Pacific American	\$ 29,202,077	\$ 869	\$ 29,202,946	3.84%
3		Hispanic American	\$ 41,127,550	\$ -	\$ 41,127,550	5.41%
4		Native American	\$ 61,548	\$ -	\$ 61,548	0.01%
5		Total Minority Male	\$ 71,086,763	\$ 266,093	\$ 71,352,856	9.38%
6	Minority Female	African American	\$ -	\$ -	\$ -	0.00%
7		Asian Pacific American	\$ 21,753	\$ 64	\$ 21,817	0.00%
8		Hispanic American	\$ 4,096,317	\$ -	\$ 4,096,317	0.54%
9		Native American	\$ -	\$ -	\$ -	0.00%
10		Total Minority Female	\$ 4,118,069	\$ 64	\$ 4,118,133	0.54%
11	Total Minority Business Enterprise (MBE)		\$ 75,206,081	\$ 266,157	\$ 75,472,238	9.93%
12	Women Business Enterprise (WBE)		\$ 21,312,223	\$ -	\$ 21,312,223	2.80%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$ -	\$ -	\$ -	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		\$ -	\$ -	\$ -	0.00%
15	Persons with Disabilities Business Enterprise (PDBE)		\$ 7,671,324	\$ -	\$ 7,671,324	1.01%
16	8(a)*		\$ -	\$ -	\$ -	0.00%
17	Total Supplier Diversity Spend		\$ 104,189,628	\$ 266,157	\$ 104,455,785	13.74%
18	Net Procurement**		\$ 760,421,325			

NOTES:

* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTPDBE.

Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

¹ Direct - Means Direct Procurement: when a utility directly procures from a supplier.

² Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).

% - Percentage of Net Procurement.

Totals may not add due to rounding.

Charter Communications	2024 Report	GO 156 Sec. 9.1.2
Supplier Diversity Direct Procurement Results by Product and Service Categories		

		2024 of Report							
		Product		Service		Total			
		\$	%	\$	%	\$	%		
1	Minority Male	African American	Direct	\$ 365,888	0.05%	\$ 329,701	0.04%	\$ 695,588	0.09%
2		Asian Pacific American	Direct	\$ 85,354	0.01%	\$ 29,116,724	3.83%	\$ 29,202,077	3.84%
3		Hispanic American	Direct	\$ 808	0.00%	\$ 41,126,742	5.41%	\$ 41,127,550	5.41%
4		Native American	Direct	\$ -	0.00%	\$ 61,546	0.01%	\$ 61,546	0.01%
5		Total Minority Male	Direct	\$ 452,049	0.06%	\$ 70,634,714	9.29%	\$ 71,086,763	9.35%
6	Minority Female	African American	Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
7		Asian Pacific American	Direct	\$ 21,753	0.00%	\$ -	0.00%	\$ 21,753	0.00%
8		Hispanic American	Direct	\$ 6,975	0.00%	\$ 4,089,342	0.54%	\$ 4,096,317	0.54%
9		Native American	Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
10		Total Minority Female	Direct	\$ 28,727	0.00%	\$ 4,089,342	0.54%	\$ 4,118,069	0.54%
11	Total Minority Business Enterprise (MBE)		Direct	\$ 480,777	0.06%	\$ 74,725,305	9.83%	\$ 75,206,081	9.89%
12	Women Business Enterprise (WBE)		Direct	\$ 1,229,400	0.16%	\$ 20,082,823	2.64%	\$ 21,312,223	2.80%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
15	Persons with Disabilities Business Enterprise (PDBE)		Direct	\$ -	0.00%	\$ 7,671,324	1.01%	\$ 7,671,324	1.01%
16	8(a)*		Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
17	Total Supplier Diversity Spend		Direct	\$ 1,710,176	0.22%	\$ 102,479,452	13.48%	\$ 104,189,628	13.70%
18	Net Procurement**			\$ 760,421,325					
19	Net Product Procurement			\$ 126,765,235					
20	Net Service Procurement			\$ 633,656,090					
21	Total Number of Diverse Direct Suppliers			35					

NOTES:

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** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

1 Direct - Means Direct Procurement: when a utility directly procures from a supplier.
 2 Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).
 % - Percentage of Net Procurement.

Totals may not add due to rounding.

Charter Communications	2024 Report	GO 156 Sec. 9.1.2
Supplier Diversity Subcontractor Procurement Results by Product and Service Categories		

		2024 of Report							
		Product		Service		Total			
		\$	%	\$	%	\$	%		
1	Minority Male	African American	Sub	\$ -	0.00%	\$ 265,224	0.03%	\$ 265,224	0.03%
2		Asian Pacific American	Sub	\$ 869	0.00%	\$ -	0.00%	\$ 869	0.00%
3		Hispanic American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
4		Native American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
5		Total Minority Male	Sub	\$ 869	0.00%	\$ 265,224	0.03%	\$ 266,093	0.03%
6	Minority Female	African American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
7		Asian Pacific American	Sub	\$ -	0.00%	\$ 64	0.00%	\$ 64	0.00%
8		Hispanic American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
9		Native American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
10		Total Minority Female	Sub	\$ -	0.00%	\$ 64	0.00%	\$ 64	0.00%
		Sub							
11	Total Minority Business Enterprise (MBE)	Sub	\$ 869	0.00%	\$ 265,288	0.03%	\$ 266,157	0.04%	
		Sub							
12	Women Business Enterprise (WBE)	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	
		Sub							
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	
		Sub							
14	Disabled Veteran Business Enterprise (DVBE)	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	
		Sub							
15	Persons with Disabilities Business Enterprise (DBE)	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	
		Sub							
16	8(a) ¹	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	
		Sub							
17	Total Supplier Diversity Spend	Sub	\$ 869	0.00%	\$ 265,288	0.03%	\$ 266,157	0.04%	
		Sub							
18	Net Procurement**			\$	760,421,325				
19	Net Product Procurement			\$	126,765,235				
20	Net Service Procurement			\$	633,656,090				
21	Total Number of Diverse Subcontractors				3				

NOTES:

¹ 8(a) - Firms classified as 8(a) by the Small Business Administration include non-VMDVLGBTDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

¹ Direct - Means Direct Procurement: when a utility directly procures from a supplier.

² Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).

% - Percentage of Net Procurement.

Totals may not add due to rounding.

Supplier Diversity Results by Standard Industrial Classification (“SIC”) Codes

SIC Code	African American		Asian Pacific American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a) ¹	Total Supplier Diversity Spend	Total Procurement
	Male	Female	Male	Female	Male	Female	Male	Female								
15 - Building Construction - General Contractors & Operative Builders	\$ -	\$ -	\$ 1,381,968	\$ -	\$ 3,873	\$ -	\$ -	\$ -	\$ 1,991,841	\$ -	\$ -	\$ -	\$ -	\$ 70,518	\$ 2,062,359	\$ 6,183,580
%	0.00%	0.00%	32.05%	0.00%	0.16%	0.00%	0.00%	0.00%	32.21%	0.00%	0.00%	0.00%	1.14%	0.00%	33.35%	0.81%
16 - Heavy Construction, Except Building Construction - Contractors	\$ -	\$ -	\$ 18,638,332	\$ -	\$ 34,471,516	\$ 4,440	\$ -	\$ -	\$ 53,114,887	\$ 4,362,795	\$ -	\$ -	\$ -	\$ 4,894,857	\$ 62,372,539	\$ 250,918,499
%	0.00%	0.00%	7.43%	0.00%	13.74%	0.00%	0.00%	0.00%	21.17%	1.74%	0.00%	0.00%	1.95%	0.00%	24.86%	33.00%
17 - Construction - Special Trade Contractors	\$ -	\$ -	\$ 8,401,390	\$ -	\$ 971,767	\$ 198,532	\$ -	\$ -	\$ 3,572,938	\$ 133,311	\$ -	\$ -	\$ -	\$ 2,694,488	\$ 12,401,337	\$ 53,306,536
%	0.00%	0.00%	18.98%	0.00%	1.88%	0.37%	0.00%	0.00%	17.76%	0.25%	0.00%	0.00%	5.00%	0.00%	23.01%	7.08%
25 - Furniture and Fixtures	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 495	\$ -	\$ -	\$ -	\$ 495	\$ -	\$ -	\$ -	\$ -	\$ 40,959	\$ 93,545
%	0.00%	0.00%	0.00%	0.00%	0.53%	0.00%	0.00%	0.00%	0.53%	47.96%	0.00%	0.00%	0.00%	0.00%	48.55%	0.01%
33 - Primary Metal Industries	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 38,468
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%
35 - Industrial and Commercial Machinery and Computer Equipment	\$ -	\$ -	\$ 210	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 210	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 210	\$ 736,161
%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.03%	0.10%
36 - Electronic, Electrical Equipment & Computers, Except Computer Equipment	\$ 365,069	\$ -	\$ 869	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 365,938	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 365,938	\$ 43,869,637
%	0.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.83%	5.77%
38 - Metal/Alloy/Craft Instruments, Photo/Medical/Dental Goods, Watches/Clocks	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
50 - Wholesale Trade - Durable Goods	\$ 818	\$ -	\$ 85,144	\$ -	\$ 313	\$ 6,170	\$ -	\$ -	\$ 92,445	\$ 1,177,796	\$ -	\$ -	\$ -	\$ -	\$ 1,270,240	\$ 9,173,536
%	0.00%	0.00%	0.14%	0.00%	0.00%	0.01%	0.00%	0.00%	0.16%	1.93%	0.00%	0.00%	0.00%	0.00%	2.15%	7.78%
51 - Wholesale Trade - Nondurable Goods	\$ -	\$ -	\$ -	\$ 2,224	\$ -	\$ 805	\$ -	\$ -	\$ 3,029	\$ 883	\$ -	\$ -	\$ -	\$ -	\$ 3,911	\$ 1,145,473
%	0.00%	0.00%	0.00%	0.19%	0.00%	0.07%	0.00%	0.00%	0.26%	0.08%	0.00%	0.00%	0.00%	0.00%	0.34%	0.15%
65 - Real Estate	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 54,272,211
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.14%
73 - Business Services	\$ 534,925	\$ -	\$ 71,006	\$ 64	\$ 2,933,211	\$ 3,819,986	\$ 61,548	\$ -	\$ 7,480,740	\$ 705,605	\$ -	\$ -	\$ 1,000	\$ -	\$ 8,187,344	\$ 121,959,656
%	0.43%	0.00%	0.06%	0.00%	2.43%	3.13%	0.05%	0.00%	6.13%	0.58%	0.00%	0.00%	0.00%	0.00%	6.71%	16.04%
87 - Engineering, Accounting, Research, Management & Related Services	\$ -	\$ -	\$ 19,614	\$ -	\$ 2,643,456	\$ 66,304	\$ -	\$ -	\$ 2,729,453	\$ 469,060	\$ -	\$ -	\$ 10,462	\$ -	\$ 3,208,974	\$ 26,093,751
%	0.00%	0.00%	0.08%	0.00%	10.13%	0.25%	0.00%	0.00%	10.46%	1.80%	0.00%	0.04%	0.00%	0.00%	12.30%	3.43%
All Other SIC Codes	\$ -	\$ -	\$ 3,813	\$ 19,529	\$ 96,920	\$ -	\$ -	\$ -	\$ 120,262	\$ 14,422,110	\$ -	\$ -	\$ -	\$ -	\$ 14,542,372	\$ 142,040,212
%	0.00%	0.00%	0.00%	0.01%	0.07%	0.00%	0.00%	0.00%	0.08%	10.15%	0.00%	0.00%	0.00%	0.00%	10.24%	18.68%
Total	\$ 360,813	\$ -	\$ 25,202,946	\$ 21,817	\$ 41,127,950	\$ 4,096,317	\$ 61,548	\$ -	\$ 75,472,238	\$ 21,312,223	\$ -	\$ -	\$ 7,871,324	\$ -	\$ 104,455,785	\$ 760,421,325
%	0.13%	0.00%	3.84%	0.00%	5.41%	0.54%	0.01%	0.00%	9.93%	2.80%	0.00%	0.00%	1.01%	0.00%	13.74%	100.00%
Net Procurement**	\$ 760,421,325															

NOTES:

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 * Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).
 % - Percentage of Net Procurement.

Totals may not add due to rounding.

Number of Diverse Suppliers and Revenue Reported to the Supplier Clearinghouse

Number of Diverse Suppliers	Number of Diverse Suppliers Data													
	Revenue Reported to the Supplier Clearinghouse						Utility-Specific 2024 Summary							
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender or Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender or Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total
Under \$1 million	3	3	0	0	2	0	9	15	0	0	0	2	0	25
Under \$5 million	7	1	0	0	0	0	8	2	2	0	0	0	0	4
Under \$10 million	3	1	0	0	0	0	4	1	0	0	0	1	0	2
Above \$10 million	8	5	0	0	0	0	14	3	1	0	0	0	4	4
Total	21	11	0	0	2	0	35	21	11	0	0	3	0	35

Revenue of Diverse Suppliers	Revenue and Payment Data													
	Revenue Reported to the Supplier Clearinghouse						Utility-Specific 2024 Summary							
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender or Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender or Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total
Under \$1 million	\$ 1,550,842	\$ 3,547,637	\$ -	\$ -	\$ -	\$ -	\$ 5,097,679	\$ 2,491,528	\$ 1,213,957	\$ -	\$ -	\$ 11,463	\$ -	\$ 3,716,946
Under \$5 million	\$ 27,327,926	\$ 38,746,381	\$ -	\$ -	\$ -	\$ -	\$ 66,074,307	\$ 4,746,465	\$ 5,688,366	\$ -	\$ -	\$ -	\$ -	\$ 10,434,831
Under \$10 million	\$ 48,072,699	\$ 35,271,528	\$ -	\$ -	\$ -	\$ -	\$ 75,344,227	\$ 9,862,964	\$ -	\$ -	\$ -	\$ 7,899,863	\$ -	\$ 16,722,827
Above \$10 million	\$ 5,785,693,402	\$ 39,703,716,566	\$ -	\$ -	\$ -	\$ -	\$ 45,409,409,968	\$ 68,905,125	\$ 14,408,899	\$ -	\$ -	\$ -	\$ -	\$ 73,315,024
Total	\$ 5,774,644,869	\$ 39,781,282,112	\$ -	\$ -	\$ -	\$ -	\$ 45,555,505,181	\$ 75,205,081	\$ 21,312,223	\$ -	\$ -	\$ 7,671,324	\$ -	\$ 104,189,628

NOTES:
 * 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMBE/LGBTBE/DBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (50 USC 1.3.13).
 ** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

Totals may not add due to rounding.

Charter Communications	2024 Report	GO 156 Sec. 9.1.2
Description of Supplier Workforce		

Charter reports that 29 out of 35 Tier I diverse suppliers have a workforce headquartered in California.

This information is reported in compliance with GO 156 using the data available within the Supplier Clearinghouse. Charter is unable to report information detailing the workforce of the suppliers we utilize as we do not have access to such data.

Charter Communications	2024 Report	GO 156 Sec. 9.1.3
Supplier Diversity Program Expenses		

Tracking supplier diversity at Charter, as required by GO 156, is supported and managed by all sourcing team members within Procurement. Wages and Travel Expenses represent a percentage of time spent for all Procurement team members. Expenses related to these activities include dues, subscriptions and sponsorships to organizations.

Expense Category	2024 (Actual)
Wages	\$920,301
Travel Expenses	\$51,752
Program Expenses	\$441,473
Reporting Expenses	\$67,445
Other	\$0
TOTAL	\$1,480,971

Charter Communications	2024 Report	GO 156 Sec. 9.1.4
Description of Progress in Meeting or Exceeding Set Goals		

Charter’s spend with CPUC-certified suppliers supporting California operations, as defined and required to be tracked pursuant to GO 156, was 13.74% for fiscal year 2024.

Charter continues to leverage our highly qualified supply base for business needs across the company and our footprint. Suppliers are selected to work with Charter based on merit and the quality of their work toward our various business needs and completion requirements. We have spend with CPUC-certified suppliers meeting these requirements broadly across our business.

The 35 suppliers included within this report have more than \$527 million in total 2024 spend, an approximate 400% increase compared to the spend reported in accordance with GO 156 guidelines. An additional 50 CPUC-certified suppliers have 2024 spend with Charter outside of the scope of this report. Those suppliers represent \$215 million in total spend incremental to the \$104 million reported under the GO 156 parameters. In all, Charter utilized 85 qualified CPUC-certified suppliers who successfully completed work totaling more than \$740 million nationally in support of identified business needs last year.

Charter Communications	2024 Report	GO 156 Sec. 9.1.4
Supplier Diversity Results Compared to Set Goals		

Category	2024 Result %	2024 Goal %
Minority Male Business Enterprise	9.38%	N/A
Minority Female Business Enterprise	0.54%	N/A
Minority Business Enterprise (MBE)	9.93%	11.69%
Women Business Enterprise (WBE)	2.80%	3.13%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	0.03%
Disabled Veteran Business Enterprise (DVBE)	0.00%	0.85%
Persons with Disabilities Business Enterprise (DBE)	1.01%	0.03%
Total	13.74%	15.72%

NOTE:

% - Percentage of Net Procurement.

Goals are provided in compliance with GO 156 definitions and requirements. Charter evaluates suppliers based on merit and selects the most qualified suppliers.

Charter Communications	2024 Report	GO 156 Sec. 9.1.5
Description of Prime Contractors' Utilization of Diverse Subcontractors		

Our direct suppliers utilize subcontractors who demonstrate the best ability to complete the contracted work with Charter. Charter has continued to improve our Tier 2 reporting tools and processes in support of accurately tracking and reporting subcontractor spend in order to perform the reporting obligations required by GO 156.

Charter Communications	2024 Report	GO 156 Sec. 9.1.5
New Diverse Prime and Subcontractor Contractor Utilization		

Category	New Prime Contractors =	New Subcontractors =
Minority Male Business Enterprise	3	1
Minority Female Business Enterprise	0	1
Total Minority Business Enterprise (MBE)	3	2
Women Business Enterprise (WBE)	1	0
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0	0
Disabled Veteran Business Enterprise (DVBE)	0	0
Persons with Disabilities Business Enterprise (DBE)	1	0
8(a)	0	0
Total	5	2

NOTES:

* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

*** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

Direct - Means Direct Procurement: when a utility directly procures from a supplier.

Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).

Total Prime Contractor Utilization of Diverse Subcontractors

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total Supplier Diversity Spend
Direct \$	\$ 71,089,011	\$ 33,090,155	\$ 75,206,081	\$ 21,312,223	\$ -	\$ -	\$ 7,671,324	\$ -	\$ 104,189,628
Sub \$	\$ 266,093	\$ 64	\$ 266,157	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 266,157
Total \$	\$ 71,355,105	\$ 33,090,219	\$ 75,472,238	\$ 21,312,223	\$ -	\$ -	\$ 7,671,324	\$ -	\$ 104,455,785
Direct %	9.35%	4.35%	9.89%	2.80%	0.00%	0.00%	1.01%	0.00%	13.70%
Sub %	0.03%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%
Total %	9.38%	4.35%	9.93%	2.80%	0.00%	0.00%	1.01%	0.00%	13.74%
Net Procurement \$	760,421,325								

In-State Prime Contractor Utilization of Diverse Subcontractors (California Domiciled)

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Veteran Business Enterprise (DVBE)	Disabilities Business Enterprise (DBE)	8(a)*	Total Supplier Diversity Spend
In-State Direct \$	\$ 70,331,875	\$ 15,055,186	\$ 71,002,261	\$ 6,723,938	\$ -	\$ -	\$ 7,671,324	\$ -	\$ 85,397,523
In-State Sub \$	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total \$	\$ 70,331,875	\$ 15,055,186	\$ 71,002,261	\$ 6,723,938	\$ -	\$ -	\$ 7,671,324	\$ -	\$ 85,397,523
In-state direct %	9.25%	1.98%	9.34%	0.88%	0.00%	0.00%	1.01%	0.00%	11.23%
In-state sub %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total %	9.25%	1.98%	9.34%	0.88%	0.00%	0.00%	1.01%	0.00%	11.23%
Net Procurement \$	760,421,325								

NOTES:
 * 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDV/LGBT/DBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 13625 (GO 156 Section 13.13).
 ** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

Direct - Means Direct Procurement: when a utility directly procures from a supplier.
 Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).
 % - Percentage of Net Procurement.

Totals may not add due to rounding.

Charter Communications	2024 Report	GO 156 Sec. 9.1.6
List of Diverse Supplier Complaints Received and Current Status		

Charter Communications did not receive any formal complaints in 2024.

Charter Communications	2024 Report	GO 156 Sec. 9.1.7
Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories		

Charter seeks suppliers of all backgrounds who meet our business needs, including in legal, sales and marketing, and finance categories. In 2024, Charter utilized multiple suppliers for these categories nationally. We will continue to apply our procurement processes to assess prospective suppliers for business opportunities that become available, to identify the most qualified supplier for the work, and will continue working with existing suppliers across all categories who display high performance.

Charter will continue to utilize partnerships and activities to identify and engage with suppliers of all backgrounds who align with active and upcoming business needs, including:

- Tracking direct and subcontractor spending;
- Collaborating with California-based business teams to understand their supply needs;
- Engaging prospective suppliers through matchmakers, referrals, and events; and
- Maintaining memberships and/or board positions with multiple California business advocacy and development groups.

Charter Communications	2025 Plan	GO 156 Sec. 10.1.1
Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals		

SIC Code	Short-Term						Mid-Term						Long-Term					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal
Finished Products/Misc. Goods	1.50%	0.50%	0.15%	0.15%	0.00%	2.30%	1.50%	0.50%	0.15%	0.15%	0.00%	2.30%	1.50%	0.50%	0.15%	0.15%	0.00%	2.30%
Technical Equipment/Analysis Instruments	1.50%	0.50%	0.15%	0.15%	0.00%	2.30%	1.50%	0.50%	0.15%	0.15%	0.00%	2.30%	1.50%	0.50%	0.15%	0.15%	0.00%	2.30%
Subtotal	3.00%	1.00%	0.30%	0.30%	0.00%	4.60%	3.00%	1.00%	0.30%	0.30%	0.00%	4.60%	3.00%	1.00%	0.30%	0.30%	0.00%	4.60%

SIC Code	Short-Term						Mid-Term						Long-Term					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal
Professional Services	6.00%	2.00%	0.60%	0.60%	0.00%	9.20%	6.00%	2.00%	0.60%	0.60%	0.00%	9.20%	6.00%	2.00%	0.60%	0.60%	0.00%	9.20%
Raw Materials/Construction/Industrial Services	6.00%	2.00%	0.60%	0.60%	0.00%	9.20%	6.00%	2.00%	0.60%	0.60%	0.00%	9.20%	6.00%	2.00%	0.60%	0.60%	0.00%	9.20%
Subtotal	12.00%	4.00%	1.20%	1.20%	0.00%	18.40%	12.00%	4.00%	1.20%	1.20%	0.00%	18.40%	12.00%	4.00%	1.20%	1.20%	0.00%	18.40%
Total	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%

NOTE:
 *CPUC has not yet adopted goals for the Persons with Disabilities Business Enterprises (DBE).

GO 156 Section 8.2 establishes certain procurement goals. As stated earlier, “Goals” identified in this report represent the aspirational measurements established by the CPUC in GO 156. The table above incorporates the CPUC aspirational goals and required reporting categories, and Charter reports our spend against the categories of suppliers enumerated by the CPUC. Charter evaluates suppliers based on merit and selects the most qualified suppliers. Charter reports its procurement and supplier data in accordance with GO 156 requirements.

Charter Communications	2025 Plan	GO 156 Sec. 10.1.2
Description of Supplier Diversity Planned Program Activities for the Next Calendar Year		

Charter will continue our commitment to procurement processes that ensure a fair, competitive, and merit-based selection of suppliers. We will continue tracking our spend invested with all our suppliers, and reporting in compliance with GO 156. We source suppliers of all backgrounds nation-wide and select the most qualified suppliers to support innovation, enhance the quality, reach, and accessibility of our products and services, and contribute to our business success.

Charter will continue to seek out partnerships and activities that give us the ability to identify, engage, and track spend with suppliers of all backgrounds who align with active and upcoming business needs. We anticipate that the following annual activities will be done to comply with GO 156:

- Tracking direct and subcontractor spending;
- Collaborating with California-based business teams to understand their supply needs;
- Engaging prospective suppliers through matchmakers, referrals, and events; and
- Maintaining memberships and/or board positions with multiple California business advocacy and development groups.

Charter Communications	2025 Plan	GO 156 Sec. 10.1.3
Plans for Recruiting Diverse Suppliers in Low Utilization Categories		

Charter will continue to seek suppliers who meet our business needs including within the legal, sales and marketing, and finance categories, including suppliers that meet definitions contained in GO 156. We will continue to apply our procurement processes to assess prospective suppliers for business opportunities that become available to identify those most qualified for the work and will continue work with existing suppliers across all categories who display high performance. We will continue to seek engagement opportunities that allow us to identify and engage with qualified suppliers who align with our business needs to comply with GO 156.

Charter will continue to utilize partnerships and activities to identify and engage with suppliers of all backgrounds who align with active and upcoming business needs, including:

- Tracking direct and subcontractor spending;
- Collaborating with California-based business teams to understand their supply needs;
- Engaging prospective suppliers through matchmakers, referrals, and events; and
- Maintaining memberships and/or board positions with multiple California business advocacy and development groups.

Charter	2025 Plan	GO 156 Sec. 10.1.4
Plans for Recruiting Diverse Suppliers Where Unavailable		

Charter will continue to seek suppliers who meet our business needs in all relevant markets and product or services categories, including suppliers that meet definitions contained in GO 156. We will continue to apply our procurement processes to assess prospective suppliers for business opportunities that become available to identify those most qualified for the work. We will continue to seek engagement opportunities that allow us to identify and engage with qualified suppliers who align with our business needs.

Charter will continue to utilize partnerships and activities to identify and engage with suppliers of all backgrounds who align with active and upcoming business needs, including:

- Tracking direct and subcontractor spending;
- Collaborating with California based-business teams to understand their supply needs;
- Engaging prospective suppliers through matchmakers, referrals, and events; and
- Maintaining memberships and/or board positions with multiple California business advocacy and development groups.

Charter	2025 Plan	GO 156 Sec. 10.1.5
Plans for Encouraging Prime Contractors to Subcontract with Diverse Suppliers		

Charter expects our direct suppliers to identify and utilize qualified subcontractors to support the successful completion of work, using a merit-based evaluation and selection process. Charter will continue to track subcontractor spend in accordance with GO 156 guidelines and definitions, and continue to improve reporting of subcontractor spend.

Charter	2025 Plan	GO 156 Sec. 10.1.6
Plans for Complying with Supplier Diversity Program Guidelines		

Charter will continue submitting an annual GO 156 Report and Plan utilizing the templates established by the CPUC Joint Utilities for the submissions and guidelines established by the State of California. In ongoing compliance with GO 156, Charter will continue active participation in the CPUC Joint Utilities group and support the related CPUC initiatives as required by the CPUC and the State of California.