



**2024 Procurement Report and 2025 Plan of
Cox California Telcom, LLC and
Cox Communications California, LLC**

General Order 156

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

March 3, 2025

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Introduction

Cox Communications, Inc. provides cable, high-speed Internet, wireline voice & transport and home automation services in California and 17 other states. In California, services are provided by the following companies:

- **Cox California Telcom, LLC**, a California Public Utilities Commission (CPUC)-regulated telephone corporation providing voice and transport services.
- **Cox Communications California, LLC**, a cable corporation that provides video and high-speed Internet services.

Cox California Telcom, LLC is a public utility and subject to the CPUC's General Order 156, *Rules Governing the Development of Programs to Increase Participation of Women, Minority, and Disabled Veteran Business Enterprises in Procurement of Contracts from Utilities as Required by Public Utilities Code Sections 8281-8286* ("GO 156"). However, Cox California Telcom, LLC does not have any reportable procurement activities.

California Public Utilities Code § 8283 encourages video providers, including cable corporations, to adopt procurement practices aimed at increasing the use of diverse vendors and to voluntarily report such activity to the Legislature on an annual basis. Cox Communications California, LLC, an affiliate of Cox California Telcom, LLC, is a cable corporation with an enterprise-wide Supplier Program that provides access and opportunities for businesses of all types to thrive and contribute to our success and is, therefore, submitting this report to members of the State Legislature and CPUC pursuant to California Public Utilities Code § 8283.

Commitment to Supplier Inclusion and Supplier Programs

Supplier Inclusion means:

- **Deliberate Engagement:** Networking with businesses that bring diverse capabilities to ensure they have opportunities to work with us.
- **Access:** Developing practices and systems to connect qualified suppliers with our procurement infrastructure.
- **Quality-Driven Partnerships:** Selecting suppliers who meet our high standards for innovation, quality, and customer service.

This approach ensures our partnerships are built on merit and shared values—not preferences—while reflecting the communities we serve. Supplier inclusion aligns with our broader mission to **"Empower People Today to Build a Better Future for the Next Generation."** By fostering supplier inclusion, we strengthen our operations, bring fresh ideas into our business, and help create opportunities that drive meaningful, lasting impact.

Supplier Identification and Outreach

Cox has built relationships with suppliers through outreach, industry events, and matchmaking. The Supplier Meeting link, established in 2023, has provided suppliers with direct access to our supply chain team, with monthly sessions facilitating valuable connections. In 2024, more than **193 suppliers** participated in these meetings, totaling over **50 hours**.

In 2024, Cox was a sponsor of national conferences for several third-party certifying agencies, including the National Minority Supplier Development Council (NMSDC), U.S. Pan Asian Chamber of Commerce (USPAACC), Disability: IN, National Gay & Lesbian Chamber of Commerce (NGLCC), and Women's Business Enterprise National Council (WBENC).

Cox holds leadership roles with Disability: IN, serving on the National Certification Committee and Procurement Council; the NGLCC Board and Procurement Council; the NMSDC Board of Directors; the Georgia Minority Supplier Development Council (GMSDC); WBENC; and Tech: SCALE.

In 2024, Cox also participated in the CPUC 's GO 156 program, working with the CPUC to promote supplier diversity and expand contracting opportunities in California.

CPUC GO 156 Activity: Cox submitted its annual GO 156 report to the CPUC pursuant to California Public Utilities Code § 8283 and participated in the CPUC's Small and Diverse Business Expo and the CPUC's GO 156 Supplier Diversity En Banc. As a member of the CPUC's Joint Utilities Committee, Cox also worked directly with the CPUC's Supplier Clearinghouse and participated in various CPUC-led initiatives to engage potential suppliers.

Internal and External Partnerships in California

In 2024, Cox hosted several events to connect diverse suppliers with key partners, stakeholders, and supplier diversity representatives:

How To Business Workshop: In collaboration with California-based Founders First, this workshop supported smaller, employer-based businesses in building sustainable growth.

14th California Cable Supplier Diversity Symposium: In partnership with Comcast and Charter Communications, this symposium educated diverse suppliers on cable industry trends and opportunities.

National Diversity Coalition 21st Annual Economic Development Conference: Cox participated on a panel, offering insights on leveraging diversity and inclusion to drive economic growth and connecting suppliers to corporate opportunities.

Internal Awareness

Cox partnered with the Center for Inclusion to educate internal stakeholders on the importance of supplier diversity and how to engage diverse suppliers.

101 Workshops: The Center for Inclusion hosted a one-hour webinar for AVP-level and above leaders to highlight the strategic importance of supplier inclusion at Cox. Facilitated by the Supplier Programs team, the session covered the principles of supplier diversity, the certification process, and its impact on business goals. **Five webinars** reached **45 leaders** across all three divisions of Cox Enterprises, Cox Communications, Inc.'s parent company.

Supplier Development

Small Business Leadership Academy

The Small Business Leadership Academy (SBLA) accelerates growth of small, diverse suppliers through mentorship and ongoing post-graduation connections. Cox partnered with five universities in 2024. In California, Cox partnered with the University of San Diego and eight businesses participated in the program.

Benchmarking and Awards

In 2024, Cox earned several prestigious recognitions for its supplier programs:

National Veteran-Owned Business Association (NaVOBA): Cox was named one of NaVOBA's 2024 Best Corporations for Veteran's Business Enterprises® (BCVBE), evaluated on policies supporting veteran- and service-disabled veteran-owned businesses.

National Business Inclusion Consortium (NBIC): Cox was named to the NBIC's Top 50 Best-of-the-Best Corporations for Inclusion.

Cox's Commitment to Equal Opportunities in Recruiting and Hiring

Cox is committed to providing equal employment opportunities to all qualified persons. This means Cox does not discriminate against applicants or employees because of race, color, creed, religion, sex, sex stereotyping, pregnancy (which includes pregnancy, childbirth and medical conditions related to pregnancy, childbirth or breastfeeding), national origin, ancestry, citizenship status, age, military or veteran status, mental or physical disability, genetic information, medical condition, marital status, gender, gender stereotyping, sexual orientation, gender identity/expression and any other factor protected by law.

Non-Confidential Workforce Data

Cox timely submitted its confidential EEO-1 report and required state equivalent reports, as required by law. Cox does not have reportable non-confidential workforce data.

Cox Communications California, LLC and Cox California Telecom LLC's Corporate Board Members

Mark J. Greatrex
R. Perley McBride
Jennifer Hightower

More Information

For more information about Cox's supplier programs, please visit our website at <https://www.cox.com/aboutus/suppliers/supplier-programming.html>. Cox's supplier programs are led and executed by the strategic sourcing and procurement team within supply chain management. Please reach out to CoxSupplierDiversity@cox.com with questions.

Supplier Diversity Annual Report and Annual Plan

Name of Utility : COX		Report Year: 2024		GO 156 Section 9.1.2			
Supplier Diversity Results by Ethnicity							
			[Year] of Report				
			Direct Spend ¹ \$	Sub Spend ² \$	Total \$	%	
1	Minority Male	African American	\$ 810,724	\$ -	\$ 810,724	0.57%	
2		Asian Pacific American	\$ 577,570	\$ -	\$ 577,570	0.40%	
3		Hispanic American	\$ 14,776,364	\$ -	\$ 14,776,364	10.36%	
4		Native American	\$ 7,010	\$ -	\$ 7,010	0.00%	
5		Total Minority Male	\$ 16,171,668	\$ -	\$ 16,171,668	11.34%	
6	Minority Female	African American	\$ -	\$ -	\$ -	0.00%	
7		Asian Pacific American	\$ 328,071	\$ -	\$ 328,071	0.23%	
8		Hispanic American	\$ -	\$ -	\$ -	0.00%	
9		Native American	\$ -	\$ -	\$ -	0.00%	
10		Total Minority Female	\$ 328,071	\$ -	\$ 328,071	0.23%	
11	Total Minority Business Enterprise (MBE)		\$ 16,499,739		\$ 16,499,739	11.57%	
12	Women Business Enterprise (WBE)		\$ 3,558,402	\$ -	\$ 3,558,402	2.49%	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$ -	\$ -	\$ -	0.00%	
14	Disabled Veteran Business Enterprise (DVBE)		\$ -	\$ -	\$ -		
15	Persons with Disabilities Business Enterprise (PDBE)		\$ 393,612	\$ -	\$ 393,612	0.28%	
16	8(a)*				\$ -	0.00%	
17	Total Supplier Diversity Spend		\$ 20,451,753	\$ -	\$ 20,451,753	14.34%	
18	Net Procurement**		\$ 142,632,754				

Cox does not track subcontracting spend at the state level. Therefore, Cox does not have data responsive to this section.

Supplier Diversity Direct Procurement Results by Product and Service Categories

NO Subcontracting Spend

				[Year] of Report					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Direct	\$ 773,940	13.32%	\$ 36,784	0.03%	\$ 810,724	0.57%
2		Asian Pacific American	Direct	\$ 1,577	0.03%	\$ 575,993	0.42%	\$ 577,570	0.40%
3		Hispanic American	Direct	\$ -	0.00%	\$ 14,776,364	10.80%	\$ 14,776,364	10.36%
4		Native American	Direct	\$ 7,010	0.12%			\$ 7,010	0.00%
5		Total Minority Male	Direct	\$ 782,527	13.47%	\$ 15,389,141	11.25%	\$ 16,171,668	11.34%
6	Minority Female	African American	Direct	\$ -	0.00%			\$ -	
7		Asian Pacific American	Direct	\$ -	0.00%	\$ 328,071.00	0.24%	\$ 328,071.00	0.23%
8		Hispanic American	Direct	\$ -	0.00%			\$ -	
9		Native American	Direct	\$ -	0.00%			\$ -	
10		Total Minority Female	Direct	\$ -	0.00%	\$ 328,071	0.24%	\$ 328,071	0.23%
11	Total Minority Business Enterprise (MBE)		Direct	782,527	13.47%	\$ 15,717,212	11.49%	\$ 16,499,739	11.57%
12	Women Business Enterprise (WBE)		Direct	\$ 34,434	0.59%	\$ 3,523,968	2.58%	\$ 3,558,402	2.49%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	0	0.00%	0		0	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		Direct	0	0.00%	0		0	0.00%
15	Persons with Disabilities Business Enterprise (PDBE)		Direct		0.00%	\$ 393,612	0.29%	\$ 393,612	0.28%
16	8(a)*		Direct	0	0.00%	0		0	
17	Total Supplier Diversity Spend		Direct	\$ 816,961	14.06%	\$ 19,634,792	14.35%	\$ 20,451,753	14.34%
18	Net Procurement**			\$ 142,632,754					
19	Net Product Procurement			\$ 5,809,382					
20	Net Service Procurement			\$ 136,823,372					
21	Total Number of Diverse Direct Suppliers			22					

Supplier Diversity Annual Report and Annual Plan (Direct Spend)

Name of Utility :COX	Report Year: 2025	GO 156 Section 9.1.2
Supplier Diversity Direct Procurement Results by Product and Service Categories		

			Direct	[Year] of Report					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Direct	\$ 773,940	13.32%	\$ 36,784	0.03%	\$ 810,724	0.57%
2		Asian Pacific American	Direct	\$ 1,577	0.03%	\$ 575,993	0.42%	\$ 577,570	0.40%
3		Hispanic American	Direct	\$ -	0.00%	\$ 14,776,364	10.80%	\$ 14,776,364	10.36%
4		Native American	Direct	\$ 7,010	0.12%			\$ 7,010	0.00%
5		Total Minority Male	Direct	\$ 782,527	13.47%	\$ 15,389,141	11.25%	\$ 16,171,668	11.34%
6	Minority Female	African American	Direct	\$ -	0.00%			\$ -	
7		Asian Pacific American	Direct	\$ -	0.00%	\$ 328,071.00	0.24%	\$ 328,071.00	0.23%
8		Hispanic American	Direct	\$ -	0.00%			\$ -	
9		Native American	Direct	\$ -	0.00%			\$ -	
10		Total Minority Female	Direct	\$ -	0.00%	\$ 328,071	0.24%	\$ 328,071	0.23%
11	Total Minority Business Enterprise (MBE)	Direct		782,527	13.47%	\$ 15,717,212	11.49%	\$ 16,499,739	11.57%
12	Women Business Enterprise (WBE)	Direct		\$ 34,434	0.59%	\$ 3,523,968	2.58%	\$ 3,558,402	2.49%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Direct		0	0.00%	0		0	0.00%
14	Disabled Veteran Business Enterprise (DVBE)	Direct		0	0.00%	0		0	0.00%
15	Persons with Disabilities Business Enterprise (PDBE)	Direct			0.00%	\$ 393,612	0.29%	\$ 393,612	0.28%
16	8(a)*	Direct		0	0.00%	0		0	
17	Total Supplier Diversity Spend	Direct		\$ 816,961	14.06%	\$ 19,241,180	14.06%	\$ 20,058,141	14.06%
18	Net Procurement**							\$ 142,632,754	
19	Net Product Procurement							\$ 5,809,382	
20	Net Service Procurement							\$ 136,823,372	
21	Total Number of Diverse Direct Suppliers								22

Supplier Diversity Annual Report and Annual Plan (Subcontracting Spend)

Name of Utility	Report Year:	GO 156 Section 9.1.2
Supplier Diversity Subcontractor Procurement Results by Product and Service Categories		

NO Direct Spend

				[Year] of Report					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Sub	0					
2		Asian Pacific American	Sub						
3		Hispanic American	Sub						
4		Native American	Sub						
5		Total Minority Male	Sub						
6	Minority Female	African American	Sub						
7		Asian Pacific American	Sub						
8		Hispanic American	Sub						
9		Native American	Sub						
10		Total Minority Female	Sub						
			Sub						
11	Total Minority Business Enterprise (MBE)	Sub							
			Sub						
12	Women Business Enterprise (WBE)	Sub							
			Sub						
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Sub							
			Sub						
14	Disabled Veteran Business Enterprise (DVBE)	Sub							
			Sub						
15	Persons with Disabilities Business Enterprise (DBE)	Sub							
			Sub						
16	8(a)*	Sub							
			Sub						
17	Total Supplier Diversity Spend	Sub							
18	Net Procurement**								
19	Net Product Procurement								
20	Net Service Procurement								
21	Total Number of Diverse Subcontractors								

Cox does not track subcontracting spend at the state level. Therefore, Cox does not have data responsive to this section.

Supplier Diversity Annual Report and Annual Plan

Name of Utility	Report Year:	GO 156 Section 9.1.2
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Supplier Diversity Results by Standard Industrial Classification (SIC) Codes

The Standard Industrial Classification (SIC) Manual can be found here: [SIC Manual | Occupational Safety and Health Administration \(osha.gov\)](#)

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)*	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male	Female								
Code 1	\$																
	%																
Code 2	\$																
	%																
Code 3	\$																
	%																
Code 4	\$																
	%																
Code 5	\$																
	%																
Code 6	\$																
	%																
Code 7	\$																
	%																
Code 8	\$																
	%																
Code 9	\$																
	%																
Code 10	\$																
	%																
Total	\$																
	%																
Net Procurement**																	

Net Procurement = total goods and services procurement spend from all suppliers (both non-

Cox does not track its procurement by Standard Industrial Classification (SIC) spend. Therefore, Cox does not have data responsive to this section.

Name of Utility : COX

Report Year: 2024

GO 156 Section 9.1.2

Number of Diverse Suppliers and Revenue Reported to the Supplier Clearinghouse

Number of Diverse Suppliers Data

Number of Diverse Suppliers	Revenue Reported to the Supplier Clearinghouse							Utility-Specific [Year] Summary						
	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	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
Under \$1 million	1	1					2	6	8		3			17
Under \$5 million	2	1			1		4		2					2
Under \$10 million	1						1							0
Above \$10 million	11	4					15							0
Total	15	6	0	0	1	0	22	6	10	0	3	0	0	19

Revenue and Payment Data

Revenue of Diverse Suppliers	Revenue Reported to the Supplier Clearinghouse							Utility-Specific [Year] Summary						
	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	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
Under \$1 million	\$ 219,683	\$ 106,348					\$ 326,031	\$1,287,135	\$1,132,835		\$155,246			\$2,575,216
Under \$5 million	\$ 10,122,321	\$ 1,900,000			\$1,721,476		\$ 13,743,797		\$2,496,225					\$2,496,225
Under \$10 million	\$ 5,680,918						\$ 5,680,918							\$ -
Above \$10 million	\$ 20,164,649,954	\$ 771,181,311					\$ 20,935,831,265							\$ -
Total	\$ 20,180,672,876	\$ 773,187,659	\$ -	\$ -	\$1,721,476	\$ -	\$ 20,955,582,011	\$1,287,135	\$3,629,060	\$ -	\$155,246	\$ -	\$ -	\$5,071,441

Name of Utility: Cox	Report Year: 2024	GO 156 Section 9.1.2
Description of Supplier Workforce		

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

Cox	2024 Annual Report	GO 156 Sec. 9.1.3
Supplier Diversity Program Expense		

Cox tracks certain expenses specific to its Supplier Programs separate from its overall Supply Chain expense budget. Wages are not included in the Supplier Programs specific budget; therefore, Cox is not including wages in this section.

Expense Category	Year (Actual)
Wages	-
Other Employee Expenses	-
Program Expenses	179,950
Reporting Expenses	9,587
Training Expenses	65,263
Consultant Expenses	-
Other Expenses	-
Total	\$254,800

Name of Utility: Cox	Report Year: 2024	GO 156 Section 9.1.4
Description of Progress in Meeting or Exceeding Set Goals		

Cox had a successful year in maintaining a varied supply base, fueling mutual growth, and staying committed to economic growth in the communities we serve. Cox continues to sustain a premiere, mature supplier diversity program. Cox continues to engage, create opportunities for, and grow suppliers within its supply chain ecosystem. We set targets each year that focus on fulfilling the business needs and helping to mitigate risk with change.

For 2024, Cox set a goal of \$871M. While faced with several headwinds, Cox met 80.5% of this target.

Cox continues to find new ways to close the gap for small and diverse-owned businesses. In 2025, we will review areas of discretionary spend to isolate opportunities for small and diverse-owned businesses to the extent permitted by applicable law.

Name of Utility: Cox				Report Year: 2024					GO 156 Section 9.1.4			
Supplier Diversity Results Compared to Set Goals												

Category	[Year] Result %	[Year] Goal %
Minority Male Business Enterprise		
Minority Female Business Enterprise		
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		

Cox did not set goals by category in 2024. Therefore, Cox does not have data responsive to this section.

Cox	2024 Annual Report	GO 156 Sec. 9.1.5
Description of Prime Contractor Utilization of SUPPLIER DIVERSITY Subcontractors		

Cox continues to make Tier 2 spend and use subcontractors from prime suppliers. Cox’s vendor agreements encourage the use of small, economically disadvantaged and diverse suppliers for work related to the products or services under contract.

In 2024, Sourcing enhanced the user experience and encouraged participation with Cox’s Tier 2 reporting tools. We documented the internal auditing processes of suppliers’ contractual obligations to report and began working with suppliers who were not in compliance, helping to find opportunities to work with sub-contractors.

Cox’s Tier 2 program has grown exponentially over the last three years. We will work to expand the use of our Tier 2 tools in 2025.

Name of Utility: Cox

Report Year: 2024

GO 156 Section 9.1.5

New Diverse Prime and Subcontractor Utilization

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

Name of Utility: Cox

Report Year: 2024

GO 156 Section 9.1.5

Summary of Diverse Contractor Utilization

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 \$	\$ 16,171,668	\$ 328,071	\$ 16,499,739	\$ 3,558,402	\$ -	\$ -	\$ 393,612	\$ -	\$ 20,451,753
Sub \$	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total \$	\$ 16,171,668	\$ 328,071	\$ 16,499,739	\$ 3,558,402	\$ -	\$ -	\$ 393,612	\$ -	\$ 20,451,753
Direct %	11.34%	0.23%	11.57%	2.49%	0.00%	0.00%	0.28%	0.00%	14.34%
Sub %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total %	11.34%	0.23%	11.57%	2.49%	0.00%	0.00%	0.28%	0.00%	14.34%
Net Procurement **	\$		142,632,754						
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 \$	\$ 15,287,972		\$ 15,287,972	\$ 3,027,299			\$ 393,612		\$ 18,708,883
In-State Sub \$	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total \$	\$ 15,287,972	\$ -	\$ 15,287,972	\$ 3,027,299	\$ -	\$ -	\$ 393,612	\$ -	\$ 18,708,883
In-state direct %	10.72%	0.00%	10.72%	2.12%	0.00%	0.00%	0.28%	0.00%	13.12%
In-state sub %	0.00%	0.00%	0.00%	13.12%	0.00%	0.00%	0.00%	0.00%	0.00%
Total %	10.72%	0.00%	10.72%	15.24%	0.00%	0.00%	0.28%	0.00%	13.12%
Net Procurement **	\$		142,632,754						

Name of Utility: Cox	Report Year: 2024	GO 156 Section 9.1.6
List of Supplier Diversity Complaints Received and Current Status		

Cox did not receive any complaints in 2024.

Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories

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

Network Construction

Some of Cox's largest expenditures involve network and outside plant construction. Cox continued co-hosting events with other industry leaders and making ourselves visible as a company actively looking to engage with suppliers in this space. We host the California Cable Symposium, where we invite diverse suppliers to hear how to do business with and get a chance to meet with Cox and other telecommunications companies. In 2024, we focused on paving the road to the future and educating suppliers on how to ready themselves as telecommunications companies are looking to expand.

Professional Services /Marketing

Cox has continued to grow opportunities within the marketing space. Cox launched its "34 by 34" campaign aiming to impact 34 million lives by 2034. Cox engaged a qualified WBE and assisted them in gaining their certification with WBENC with its certification assistance program. The WBE executed a roadshow throughout Cox's markets and raised awareness around the campaign. Cox is looking to continue to grow within this area by working with AEMS and other organizations aimed at bringing visibility to diverse-owned advertising and marketing firms.

Energy Procurement

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

Name of Utility: Cox	Report Year: 2024	GO 156 Section 9.1.9
Description of Supplier Diversity Activities and Progress in Power Procurement		

Cox does not heavily recruit in power or fuel. Therefore, Cox does not have data responsive to this section.

Supplier Diversity Results in Power (Energy) Procurement

			Direct Power Purchases \$		Direct Fuels for Generation \$		Totals \$ ¹			% ²
			Renewable and Non-Renewable Power Products		Diesel	Natural Gas	Direct ³	Sub	Total \$ ⁴	
1	Minority Male	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
2		Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
3		Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
4		Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
5		Total Minority Male	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
6	Minority Female	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
7		Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
8		Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
9		Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
10		Total Minority Female	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
11	Total Minority Business Enterprise (MBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
12	Women Business Enterprise (WBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
14	Disabled Veteran Business Enterprise (DVBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
15	Persons with Disabilities Business Enterprises (DBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
16	8(a) ⁵		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
17	Total Supplier Diversity		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
18	Net Power Procurement		\$0	Line Item 18 is the sum of of line item 19 and 20						
19	Net Direct Power Purchases		\$0							
20	Net Direct Fuels for Generation		\$0							

Cox does not heavily recruit in power or fuel. Therefore, Cox does not have data responsive to this section.

Name of Utility: Cox	Report Year: 2024	GO 156 Section 9.1.11
Description of Supplier Diversity Activities and Progress in Fuel Procurement		

Cox does not heavily recruit in power or fuel. Therefore, Cox does not have data responsive to this section.

Supplier Diversity Results in Fuel Procurement

			Natural Gas \$		LPG \$ ¹		Totals \$ ²			% ³
			SHORT TERM	LONG TERM	SHORT TERM	LONG TERM	Total Natural Gas	Total LPG	Total \$	
1	Minority Male	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
2		Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
3		Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
4		Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
5		Total Minority Male	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
6	Minority Female	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
7		Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
8		Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
9		Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
10		Total Minority Female	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
11	Total Minority Business Enterprise (MBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
12	Women Business Enterprise (WBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
14	Disabled Veteran Business Enterprise (DVBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
15	Disabled Business Enterprise		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
16	Other 8(a) ⁴		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
17	TOTAL WMDVLGBTBE		\$0	\$0	\$0	\$0	\$0	\$0	\$0	

Cox does not heavily recruit in power or fuel. Therefore, Cox does not have data responsive to this section.

Name of Utility: Cox

Report Year: 2024

GO 156 Section 10.1.1

Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals

SIC Code Product	Short-Term [Year]						Mid-Term [Year]						Long-Term [Year]					
	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
Code 1	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%	0.00%	0.00%
Code 2	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%	0.00%	0.00%
Code 3	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%	0.00%	0.00%
Code 4	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%	0.00%	0.00%
Code 5	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%	0.00%	0.00%
Code 6	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%	0.00%	0.00%
Code 7	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%	0.00%	0.00%
Code 8	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%	0.00%	0.00%
Code 9	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%	0.00%	0.00%
Code 10	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%	0.00%	0.00%
Subtotal	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%	0.00%	0.00%

SIC Code Service	Short-Term [Year]						Mid-Term [Year]						Long-Term [Year]					
	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
Code 1	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%	0.00%	0.00%
Code 2	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%	0.00%	0.00%
Code 3	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%	0.00%	0.00%
Code 4	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%	0.00%	0.00%
Code 5	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%	0.00%	0.00%
Code 6	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%	0.00%	0.00%
Code 7	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%	0.00%	0.00%
Code 8	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%	0.00%	0.00%
Code 9	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%	0.00%	0.00%
Code 10	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%	0.00%	0.00%
Subtotal	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%	0.00%	0.00%
Total	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%	0.00%	0.00%

Cox does not set goals by SIC, or track spend by SIC code. Therefore, Cox does not have data responsive to this section.

Recruiting & Outreach

In 2025, Cox will continue to meet with and participate in programs hosted by national and California-based supplier organizations to help identify suppliers that can meet Cox's procurement needs. Some of the activities Cox is planning for 2025 include:

- Conducting our 15th Annual California Cable Supplier Symposium
- Participating in the CPUC's Small and Diverse Business Expo and GO 156 Supplier Diversity En Banc
- Sponsoring the Cox Small Business Leadership Academy in partnership with the University of San Deigo

Name of Utility: Cox	Report Year: 2024	GO 156 Section 10.1.3
Plans for Recruiting Diverse Suppliers in Low Utilization Categories		

Cox will continue its efforts to identify suppliers for procurement categories that have had low utilization of diverse vendors.

Additionally, Cox leverages its sponsorships of various conferences (NMSDC, NGLCC, WBENC, Disability: IN) to obtain diverse supplier referrals. Cox has set matchmaking goals for Supply Chain team members to meet with each referral to try to drive new business for these suppliers with Cox.

Plans for Recruiting Diverse Suppliers Where Unavailable		
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Cox will continue to use the CPUC's Supplier Clearinghouse to identify newly certified suppliers that may be able to perform work or supply products where previously unavailable.

Name of Utility: Cox	Report Year: 2024	GO 156 Section 10.1.5
Plans for Encouraging Prime Contractors to Subcontract with Diverse Suppliers		

In 2024, Cox's Tier 2 program saw an increase in spend year-over-year. The formalization consisted of creating a Tier 2 playbook for both internal stakeholders and external suppliers, working with Supplier.io to create training materials and a demo site to train internal sourcing employees and suppliers. Cox launched a series of quarterly trainings and invited suppliers to ask questions about Cox's Tier 2 program and to gain more clarity around reporting. Cox will continue to work with CPUC and participate in its various GO 156 activities, including submitting this annual report.

Name of Utility: Cox	Report Year: 2024	GO 156 Section 10.1.6
Plans for Complying with Supplier Diversity Program Guidelines		

Cox will continue to work with CPUC and participate in its various GO 156 activities, including submitting this annual report.



For questions about this report, please contact:

Kristen Camuglia
Director, State Regulatory Affairs
Cox Enterprises
Kristen.Camuglia@coxinc.com

Hope Burtner
Manager, Supplier Programs
Cox Communications
Hope.Burtner@cox.com

