We Stand For...

**Leading by Example and Action**

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**Board Diversity**
- 40% women or people of color on the Board

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**Governance**
- Focus Areas:
  - Governance
  - Board Structure
  - Programming + Community Support

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**Workforce**
- Our People
  - Vice Presidents & Above: 50% women or people of color
  - Directors: 55% women or people of color

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**Suppliers and Partners**
- Expanding Business Opportunities
  - Supplier Diversity: $16+ BILLION
    - spent with diverse-owned Tier I and Tier II suppliers since YE 2010
  - Catalyst Fund: $20 MILLION
    - diverse-owned businesses supported in our supply chain
  - Board Diversity: 40% women or people of color on the Board

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**Communities**
- Making a Positive Impact
  - Internet Essentials: 4+ MILLION
    - low-income Americans connected to Internet at home
  - Catalyst Fund: $20 MILLION
    - diverse startups supported since launch in 2011

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**Programming**
- Reflecting Our Customers
  - NBC News, MSNBC & CNBC
    - 48% of diverse On Demand and Online programming offered in 2017
  - Xfinity Platforms
    - 100+ diverse networks carried in 2017

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**Employment**
- 2017 New Hires: OUT OF 10
  - 7 women or people of color
- Military Hiring: 15K+
  - military community members hired since 2010

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**Employee Resource Groups**
- 30K+ unique ERG members
- 150+ chapters globally

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**2017 New Hires**
- 7 out of 10 were women or people of color

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**2017 Military Hiring**
- 15K+
  - military community members hired since 2010

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**Employee Resource Groups**
- 30K+ unique ERG members
- 150+ chapters globally

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**Xfinity Platforms**
- 14K+ HOURS
  - of diverse On Demand and Online programming offered in 2017