We Stand For... Including Everyone

Diversity & Inclusion
2018 Report

COMCAST
NBCUNIVERSAL
“For us, Diversity & Inclusion is not a program with a beginning and an end. It’s a business imperative that is critical to our future as an innovator. Just as it has for more than 50 years, our commitment to D&I will remain core to who we are and what we stand for.”

Brian L. Roberts
Chairman and CEO
Comcast Corporation
Welcome to Our 2018 Diversity & Inclusion Report

At Comcast NBCUniversal, **we stand for including everyone**. We believe that a diverse and inclusive company is a more effective company, leading us to approach diversity as a driver for business growth and innovation. As a result, Diversity & Inclusion (D&I) is a fundamental part of our corporate strategy and — just as important — part of our DNA.

**We stand for the communities we serve**, and we are committed to respecting and reflecting them in everything we do. For us, diversity is more than just ethnicity or gender, it connects the rich tapestry of identities, ages, backgrounds, and thoughts that make up our evolving communities.

**We stand for continuous improvement.** We believe the work is never done, and seek ways to further embed D&I into how we run our business, and everyday interactions with our colleagues and customers.

**We stand for delighting audiences** with innovative and authentic programming that reflects their worlds. And, we stand for proudly championing issues where we have an opportunity to positively impact the lives of others.

In these ways, **we stand for better serving our people and our customers** — by understanding and celebrating diversity, and by seeing D&I as not just a program or a department, but as a philosophy and a core business imperative.

We invite you to follow our progress in the pages of this report, and welcome the opportunity to connect with you to discuss our efforts.

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

**David L. Cohen**
Senior Executive Vice President
and Chief Diversity Officer
Comcast Corporation
“It’s been rewarding to support Comcast NBCUniversal’s commitment to Diversity & Inclusion. Not only do they welcome our perspectives, but they have also ensured we have a seat at the table.”

N. Bird Runningwater
Director, Native American and Indigenous Program
Sundance Institute
Member of Comcast NBCUniversal’s External Joint Diversity Advisory Council (JDC)
Diversity & Inclusion (D&I) is about understanding that the more diverse and inclusive our company is, the more successful we will be. Our commitment to D&I sits at the heart of our business and culture — it influences the way we operate and make decisions every day.

Building on Our Commitment
Across our enterprise, everyone is accountable for ensuring we operate with D&I in mind — from our employees who develop our diverse content and inclusive products, to our suppliers and partners who support the communities we serve.

Our ongoing effort to embed D&I initiatives across the company includes quantifiable actions like tying a percentage of senior management’s bonus to the achievement of diversity initiatives, and requiring diverse candidate slates as part of our recruitment process for Vice Presidents and above.

Key Achievements

<table>
<thead>
<tr>
<th>Focus Areas</th>
<th>12</th>
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<tbody>
<tr>
<td>Governance</td>
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<tr>
<td>Workforce</td>
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<tr>
<td>Procurement</td>
<td></td>
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<tr>
<td>Programming</td>
<td></td>
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<tr>
<td>Community Impact</td>
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</table>

12 internal D&I Councils and Committees
75+ executives serve on D&I Councils and Committees
Our Network of Internal and External Advisors

Board of Directors
We extend our commitment to D&I to all levels of leadership, including our Board of Directors, which continues to evolve.

40% of our Board is women or people of color, including two women and three people of color (one African American, one Hispanic, and one Asian American).

The diversity of our Board has nearly tripled since YE 2010, reflecting the strategic value we place on having diverse perspectives represented in the boardroom.

External Joint Diversity Advisory Council
Comcast NBCUniversal formed its innovative, external Joint Diversity Advisory Council (JDC) in 2011, bringing together national leaders from business, politics, and civil rights organizations who represent African Americans, Asian Americans, Hispanics, Native Americans, women, people with disabilities, and members of the lesbian, gay, bisexual, transgender, and queer (LGBTQ) and military communities. The JDC provides advice to our senior executive teams on the development and implementation of D&I initiatives across the company.

More than seven years later, Comcast NBCUniversal’s JDC remains the largest external diversity council in corporate America. We recognize and value the important advisory role the JDC has played in our achievements to date, and we look forward to its continued partnership going forward.

Internal Diversity Councils
Comcast and NBCUniversal also have Internal Diversity Councils (IDCs) that include senior executives who provide feedback on our enterprise-wide progress and initiatives, and bring best practices back to their respective business units to implement and sustain diverse and inclusive practices across the company.

The Comcast and NBCUniversal IDCs meet regularly throughout the year, and are chaired respectively by David L. Cohen, Senior Executive Vice President and Chief Diversity Officer for Comcast Corporation, and Craig Robinson, Executive Vice President and Chief Diversity Officer for NBCUniversal.
Embedding D&I in the Business

Throughout the business, our leaders see the value of diversity as a driver for growth and innovation, and they know that inclusive teams deliver outstanding outcomes. As a result, more and more teams want to embed D&I in their own strategies, processes, and actions. That’s exactly what happened in 2017, as leaders from several business units and regional headquarters — many of whom serve on our formal IDCs — established their own D&I committees to implement tailored goals, tactics, and measurement tools across their organizations.

These committees — like those in the Northeast Cable Division, Comcast Business, and NBC News — empower employees at all levels to help drive D&I efforts in their business.

Similarly, NBCUniversal created departments focused on operationalizing our D&I commitment in specific business units. One example of this is Universal Filmed Entertainment Group’s newly created Global Talent Development and Inclusion department, which is developing initiatives to identify and support diverse talent. Teams work with their Talent Acquisition partners to cultivate a diverse pipeline of candidates for key positions, and track their progress against company-wide goals. Many also act as D&I advocates internally and externally, by hosting employee events and sponsoring local initiatives that build awareness and engagement around D&I efforts.

This work to embed D&I across our company demonstrates how we’re collectively taking action to truly ingrain D&I into our business operations.

“In an environment of rapid innovation and growth, our Talent Effectiveness Committee is a key component of our business strategy, driving greater diversity across all talent practices, and enhancing our customer experience.”

Ursula Keating
Senior Director, Human Resources
Comcast Business
“Working in such a creative and collaborative field, we need to bring diverse perspectives together to solve technology’s toughest problems. That’s how we protect our customers.”

Noopur Davis
Senior Vice President and
Chief Product & Information Security Officer
Comcast Cable
At Comcast NBCUniversal, our commitment to Diversity & Inclusion (D&I) starts with the talented and passionate people on our teams. These diverse and inclusive teams enable us to be more creative, competitive, nimble, and innovative.

From the network engineer in Philadelphia, to the service technician in Denver, to the news producer in New York, and the park attendant in Orlando — our employees make us who we are, and they help us better understand and delight our customers and audiences. It’s our priority to continue cultivating a workplace that is diverse and inclusive at all levels, and across all business units.

**Our Commitment**

We are committed to having the best thinkers, dreamers, and doers on our team. This means attracting, developing, and retaining brilliant minds from all backgrounds and giving them paths to grow and reinvent their careers. Our aspirational goal is to have 50% women and 33% people of color at every level of our workforce. To meet this goal, we’re investing even more into our diverse recruitment initiatives, leadership development programs, and Employee Resource Groups (ERGs), in addition to many other efforts at all levels of our workforce. We believe it’s this commitment that makes Comcast NBCUniversal such an incredible place to work, and a place where our employees can be who they are.

**Key Achievements**

- **63%** increase in number of women at Vice President level & above (VP+) since 2010
- **91%** increase in number of people of color at VP+ since 2010
- **52%** of all employees report to a woman or person of color*

*Excludes Universal Orlando employees.

**7 out of 10 new hires in 2017 were women or people of color.**
Our People

We measure our progress toward our aspirational goals every year, and examine the shifts in our employee populations to identify opportunities for continued improvement in the diversity of our people.

**People of Color**

<table>
<thead>
<tr>
<th>Gender</th>
<th>Overall Workforce (YE 2017)</th>
<th>2017 New Hires</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>65%</td>
<td>60%</td>
</tr>
<tr>
<td>Women</td>
<td>35%</td>
<td>40%</td>
</tr>
<tr>
<td>Did Not Disclose</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
</tr>
</tbody>
</table>

- **Total:** 44% for Overall Workforce (YE 2017) and 53% for 2017 New Hires
- **African American:** 21% and 27%
- **Asian American:** 6% and 6%
- **Hispanic:** 14% and 14%
- **Native American:** 0% and <1%
- **Two or More Races:** 6% and 3%

61% of our overall workforce was women or people of color at YE 2017.

70% of our new hires in 2017 were women or people of color.
A Closer Look

Connecting with Diverse Millennial Talent

Millennials are the future of our workforce, and our company. In just two years, the most diverse generation in U.S. history will make up half of the working population. In our overall workforce, 52% of our employees under the age of 35 are people of color.

That makes it more important than ever that employers understand the millennial perspective. Millennials are hyper-connected, used to having everything at their fingertips, and looking for jobs that make a positive impact on the world. As a media and technology leader with an unwavering commitment to inclusion, we see ourselves as the ideal employer for the millennial generation — and we want them to see it too.

One way we do that is by engaging and recruiting millennials through our college campus visits and our partnerships with universities that represent diverse student talent. In 2017, we launched our first class of Comcast NBCUniversal Student Ambassadors, a hand-selected group of undergraduates from diverse schools, including Historically Black Colleges and Universities (HBCUs), who help us raise awareness of our employer brand, D&I initiatives, and products on their campuses. These Student Ambassadors received hands-on experience in marketing, event planning and promotion, as well as one-of-a-kind exposure to Comcast NBCUniversal leaders. We’ve now expanded the program to additional colleges and universities in our footprint.

Additionally, technology is a key component of the millennial skill set, and we need to do our part to ensure that a diverse group of professionals is thriving on our technology teams. For example, 75% of the hires in our 2017 technology leadership development program were women and nearly half were people of color — both well above our aspirational goals. We also offer the NBCUniversal Page Program, which has become one of the most coveted entry-level jobs in our industry, and a training ground for careers in television broadcasting and entertainment.

Through all of these efforts and more, we aim to attract and connect diverse, early-career talent to our business to enable awesome experiences that enhance our business, today and into the future.

“It’s very important we understand what millennials value most in their employers. I’ve found that they truly see diversity as a differentiator in where they want to work, and it is key to our competitive advantage.”

Kelly Bronson
Director, University Relations & Military Hiring
Comcast Cable
Our Leadership

Diverse leadership is essential to making inclusion a reality, and it directly impacts our business and culture. All of our leaders ensure we operate with D&I in mind every day, and they are the mentors and sponsors who help diverse talent thrive in our workplace.

We have made significant strides in growing our diverse leaders across the company, and we continue to invest in programs and policies that create greater opportunities for future leaders from diverse populations.

**Vice Presidents & Above (YE 2017)**

<table>
<thead>
<tr>
<th>Category</th>
<th>Women</th>
<th>People of Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>39%</td>
<td></td>
</tr>
<tr>
<td>Total People of Color</td>
<td>21%</td>
<td></td>
</tr>
<tr>
<td>African American</td>
<td>5%</td>
<td></td>
</tr>
<tr>
<td>Asian American</td>
<td>7%</td>
<td></td>
</tr>
<tr>
<td>Hispanic</td>
<td>7%</td>
<td></td>
</tr>
<tr>
<td>Native American</td>
<td>&lt;1%</td>
<td></td>
</tr>
<tr>
<td>Two or More Races</td>
<td>1%</td>
<td></td>
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</table>

**Directors (YE 2017)**

<table>
<thead>
<tr>
<th>Category</th>
<th>Women</th>
<th>People of Color</th>
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<tbody>
<tr>
<td>Women</td>
<td>41%</td>
<td></td>
</tr>
<tr>
<td>Total People of Color</td>
<td>26%</td>
<td></td>
</tr>
<tr>
<td>African American</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>Asian American</td>
<td>10%</td>
<td></td>
</tr>
<tr>
<td>Hispanic</td>
<td>8%</td>
<td></td>
</tr>
<tr>
<td>Native American</td>
<td>&lt;1%</td>
<td></td>
</tr>
<tr>
<td>Two or More Races</td>
<td>2%</td>
<td></td>
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</table>

**Managers (YE 2017)**

<table>
<thead>
<tr>
<th>Category</th>
<th>Women</th>
<th>People of Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>42%</td>
<td></td>
</tr>
<tr>
<td>Total People of Color</td>
<td>32%</td>
<td></td>
</tr>
<tr>
<td>African American</td>
<td>9%</td>
<td></td>
</tr>
<tr>
<td>Asian American</td>
<td>9%</td>
<td></td>
</tr>
<tr>
<td>Hispanic</td>
<td>12%</td>
<td></td>
</tr>
<tr>
<td>Native American</td>
<td>&lt;1%</td>
<td></td>
</tr>
<tr>
<td>Two or More Races</td>
<td>2%</td>
<td></td>
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</table>
Employee Resource Groups

We stand for learning from each other’s differences, and we believe empathy and understanding unite us. Nowhere is that truer than in our Employee Resource Groups (ERGs), one of the many ways we support diverse communities and create a positive environment.

In 2017, our eight ERGs included more than 30,000 unique members across more than 150 chapters. This includes more than 30 chapters launched in 2017.

In 2017, we successfully launched “You Don’t Have To Be To Belong,” an employee engagement campaign created to promote ERG membership among allies and supporters, as well as employees who identify with the affinity group.

We’re excited about the growth and positive impact of these groups — not just on their members, but also on our business. The reason: ERGs enhance employee development by providing a supportive environment, exposing members to broad opportunities and creating meaningful connections.

“Our ERGs are an integral part of the company’s DNA, making ours one of the most diverse and inclusive workplace cultures in the country.”

Salvador Mendoza
Vice President, Diversity & Inclusion
NBCUniversal
They stand for us in times of war and peace, at home, and across the world. So Comcast NBCUniversal is proud to stand for them: our nation’s military community.

We support our military community — veterans, National Guard and Reserve members, and military spouses and partners — by providing a unique and comprehensive suite of benefits and opportunities. Whether it’s a service member beginning a civilian career, a veteran entrepreneur accelerating a business, or an organization working on local military initiatives, we stand for those who have dedicated their lives to service. Our best-in-class benefits package includes a specialized Human Resources team to support military employees and their managers. In addition, we offer transfer assistance to military spouses, which provides options to stay with the company if their spouse must move due to military reasons.

Knowing that this community has the skills and experience to succeed in any organization, we continue to expand our hiring and outreach efforts to bring these talented men and women into our workforce. In 2012, we pledged to hire 2,000 veterans by 2015, which we surpassed ahead of schedule. In 2015, we made a new pledge to hire 10,000 military community members by the end of 2017. We surpassed this goal as well — and our commitment continues. Since 2010, we’ve added more than 15,000 veterans, National Guard and Reserve members, and military spouses and partners to the Comcast NBCUniversal team.

At the same time, we seek to empower all employees to feel engaged with the military community and to build a coalition with like-minded companies and organizations. That’s why, since 2016, we have partnered with the Army & Air Force Exchange Service to offer live-streamed coverage of the Olympics to more than 21 million service members and veterans.

Key Achievements

15,000+

military community members hired since 2010

ESGR 2017 Freedom Award

received from the U.S. Department of Defense as its highest honor for employers in recognition of their support of National Guard and Reserve employees
“I’m proud to work for a company that recognizes it’s not just those in uniform who serve in the military, but their spouses and families serve too.”

Kimberly Bryant
Specialist, Commercial Development Sales
Comcast Cable
Proud Military Spouse
"We have the privilege of working with thousands of diverse suppliers that are not only devoted to developing the highest-quality products, but also share our commitment to maintaining an inclusive workplace."

Ajamu Johnson
Vice President, Procurement
Comcast NBCUniversal
We Stand For...

Expanding Business Opportunities

We actively create and expand opportunities for diverse-owned businesses in our supply chain. Diverse suppliers bring value to our company, not just through their offerings, but also by creating opportunities for economic growth in our communities. Building these partnerships helps us address our company’s evolving needs, while also passing along the benefits of our success to others.

Each year, Comcast NBCUniversal participates in dozens of outreach events and capacity-building activities to grow our Supplier Diversity pipeline. We actively partner with organizations that support diverse suppliers, including: the Billion Dollar Roundtable, National Minority Supplier Development Council (NMSDC), Women’s Business Enterprise National Council (WBENC), and national Chambers of Commerce. These partnerships have proven to be key to the success of our Supplier Diversity program.

**Our Commitment**

We’re committed to partnering with diverse vendors (Tier I) and subcontractors (Tier II), which includes women-owned business enterprises (WBE) and minority-owned business enterprises (MBE), as well as veteran-, LGBTQ-, and disability-owned businesses. We have spent more than $16 billion with diverse Tier I and Tier II suppliers since YE 2010, including more than $4 billion in 2017 alone.

- **301%** increase in diverse Tier I spend since YE 2010
- **286%** increase in diverse Tier II spend since program began in 2012
- **3,000+** diverse vendors in our supply chain
Helping Diverse Suppliers Thrive

Our Suppliers (Tier I)
We are continuously expanding opportunities for new businesses to partner with us, and this is an important part of having our commitment to Diversity & Inclusion (D&I) extend beyond our business to benefit others.

Tier I MBE Spend* (IN MILLIONS)

<table>
<thead>
<tr>
<th>Year</th>
<th>2010</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$414</td>
<td>$2,707</td>
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</table>

554% Increase over 2010

Tier I WBE Spend* (IN MILLIONS)

<table>
<thead>
<tr>
<th>Year</th>
<th>2010</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$499</td>
<td>$2,431</td>
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387% Increase over 2010

Our Subcontractors (Tier II)
We began tracking our spend with diverse Tier II suppliers in 2012, and we’re proud to have spent more than $1.8 billion since.

Tier II Diverse Spend (IN MILLIONS)

<table>
<thead>
<tr>
<th>Year</th>
<th>2012</th>
<th>2017</th>
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<tr>
<td></td>
<td>$140</td>
<td>$541</td>
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286% Increase over 2012

*Firms that are owned by minority women are included in both MBE Spend and WBE Spend
A Closer Look

Nurturing Diverse Subcontractors

We stand for helping small diverse businesses learn how to work with large corporations, including our own. Through partnering with all types of businesses, we are making our company stronger, while also creating economic opportunity.

In an effort to build capacity and accelerate the growth of diverse-owned businesses, we’ve developed custom programs designed to help potential partners learn how to work with us. Companies like The Research Associates (TRA), one of the leading experts in data analytics and optimization, who participated in NBCUniversal’s EDGE (Entrepreneurs Driving Growth and Excellence) Accelerator program in 2017, are great examples of how a program can lead to a stronger partnership.

Sung Lee, CEO of TRA, successfully garnered key insights into NBCUniversal, and expanded his network of industry influencers. The program has uniquely positioned TRA to continue providing NBCUniversal with top market strategy and advisory services, turning big data into actionable insights. Without programs supporting our smaller diverse-owned partners, we could be missing out on pieces of the big picture.

“The EDGE Program allowed us to build new relationships with key NBCUniversal executives and understand the key challenges they face. These insights helped us enhance our capabilities, and expand our opportunities to better serve them as a customer.”

Sung W. Lee
Chief Executive Officer
The Research Associates
Diverse Supplier for Universal Parks & Resorts
We Stand For... New Businesses and Winning Ideas

Comcast Ventures’ Catalyst Fund invests in diverse founders building transformational businesses in media and technology. The team is committed to the success of the businesses it invests in, mentoring and supporting founders, and opening doors to opportunity.

One example is ROSS Intelligence, a Catalyst Fund portfolio company that has developed an advanced legal research tool that harnesses the power of artificial intelligence. The company’s co-founders appreciated that Catalyst Fund saw an investment in them as an investment that would impact the world, not just a specific minority group.

According to ROSS Intelligence, diverse startups can be undervalued due to bias in the business world. But Catalyst Fund represents a new path to capital where conscious inclusion is a priority.

Catalyst Fund Investments by Sector

Key Achievements

$20M fund supporting diverse entrepreneurs

80+ diverse startups supported since fund launched in 2011
“We connected with Catalyst Fund’s approach — they don’t support us just because we’re diverse, they support us because our diverse perspectives make us better at solving complex business challenges.”

Andrew Arruda, Jimoh Ovbiagele, and Pargles Dall’Oglio
Co-Founders
ROSS Intelligence
Catalyst Fund Portfolio Company
“Inclusion matters because it positions us to tell powerful stories about the lived-experiences of those who count on us to keep them informed.”

Yvette Miley
Senior Vice President
MSNBC and NBC News
The content we create and distribute has the power to touch our audiences’ hearts, to delight and amaze them, to tell stories they can identify with — and even to help them see the world differently.

As demand for original, diverse, and captivating content continues to grow, we’re responding with robust, engaging experiences that appeal to a wide range of audiences. This content reflects the rich mix of backgrounds and demographics that exist in our dynamic and evolving communities.

Our Commitment
We strive to be the leader in authentic and compelling programming that connects with audiences across our platforms. Our programming teams ensure that the content we create and distribute is credible, inclusive, and authentic to our audiences. And we are committed to sharing stories that draw from the human experience. To make this happen, we work to represent diverse perspectives in every aspect of our programming — both in front of and behind the camera at NBCUniversal, and in the content we distribute on our Xfinity platforms.

Key Achievements

<table>
<thead>
<tr>
<th>NBC NEWS, MSNBC &amp; CNBC (2017)</th>
<th>XFINITY PLATFORMS</th>
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<tbody>
<tr>
<td>48% women on air</td>
<td>1,423% increase in hours of diverse On Demand and Online content offered since 2010</td>
</tr>
<tr>
<td>32% people of color on air</td>
<td></td>
</tr>
<tr>
<td>58% women behind the camera</td>
<td></td>
</tr>
<tr>
<td>23% people of color behind the camera</td>
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Cultivating Diverse Voices at NBCUniversal

When it comes to discovering the best creative and technical talent, we’re always looking at how we can support and develop visionary individuals of all backgrounds. We partner with diverse film festivals, independent filmmakers, and colleges to get an early look at future stars, and to help cultivate the very best teams where talent can thrive.

We also tap into NBCUniversal’s unique Talent Infusion Programs (TIPS), which offer fellowships, showcases, and workshops specifically designed to feature and foster the next generation of television writers, directors, actors, and comedians. Previous program participants include Mindy Kaling, creator and Executive Producer of NBC’s newest comedy, Champions; Jaffar Mahmood, who has directed episodes of Brooklyn Nine-Nine, Unbreakable Kimmy Schmidt, and Young Sheldon; and Marisa Tam, a Staff Writer on NBC’s The Blacklist.

At NBCUniversal Cable Entertainment and Universal Cable Productions, we launched a dedicated team in 2017 focused on driving diversity strategies across the business, with a focus on growing the creative talent pool and bringing new creative voices to the portfolio.

On the film side, Universal Filmed Entertainment Group offers the Universal Writers Program, the Universal Directors Intensive, and the Universal Film Music Composer Initiative that was piloted in 2017. Alumni from these programs include Steven Caple Jr., who is directing MGM’s Creed 2; Veep Actor and Director Clea Duvall, who will be directing Tristar’s Happiest Season; and Nora Kroll, who scored the short film Bird Karma. We’re also excited that DreamWorks Animation will be selecting composers from the Universal Film Music Composer Initiative to score two of the studio’s short films.
We believe in the core principles of journalism: fairness, accuracy, and being thorough. That’s why, for decades, the NBC peacock and chime has represented credibility for so many of our viewers.

It is not enough to report information — our viewers want to know what happened, and also why it happened. As the world becomes more connected, the “why” becomes more complex, and we need to have diverse perspectives at the table to report the news both accurately, and thoroughly.

Our diverse teams, in front of and behind the camera, share one undeniable trait: they want to know the “why” just as much as our viewers do. This is especially true of the incredible female talent we have at NBC News, MSNBC, and CNBC. On-air journalists, like Rachel Maddow and Katy Tur, don’t hide their curiosity — they wear it as a badge of integrity. Behind the camera, producers like Elizabeth Leist — newly promoted to Executive Producer of the TODAY show — champion bold stories that highlight diverse people across the country and the world. As a result, we are helping people navigate the increasingly complex news landscape.

In January 2018, we were thrilled to announce Hoda Kotb as co-anchor of TODAY, alongside Savannah Guthrie. The two are the first pair of women to anchor TODAY.
NBCUniversal Diversity across Our Properties

We stand for ensuring that our talent, both on air and behind the camera, reflects the diversity of the communities we serve.

**NBC Primetime Scripted Series (2017)**

<table>
<thead>
<tr>
<th></th>
<th>On Air</th>
<th>Behind the Camera</th>
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</thead>
<tbody>
<tr>
<td>People of Color</td>
<td>37%</td>
<td>22%</td>
</tr>
<tr>
<td>Women</td>
<td>40%</td>
<td>31%</td>
</tr>
</tbody>
</table>

**NBC Owned Television Stations (2017)**

<table>
<thead>
<tr>
<th></th>
<th>On Air</th>
<th>Behind the Camera</th>
</tr>
</thead>
<tbody>
<tr>
<td>People of Color</td>
<td>50%</td>
<td>37%</td>
</tr>
<tr>
<td>Women</td>
<td>49%</td>
<td>53%</td>
</tr>
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</table>
Blockbuster Films from Black Artists

Universal Pictures’ and Focus Features’ blockbuster year proved what audiences want — diversity at the box office. The studios’ 2017 slates were packed with critically acclaimed, blockbuster hits by diverse directors, writers, and actors. Two of these films made headlines and history, inspiring the next generation of diverse filmmakers.

With a 99% aggregate rating on Rotten Tomatoes and astonishing word-of-mouth appeal, Get Out resonated with massive audiences — grossing more than $250 million at the global box office. This genre-bending, social thriller, from the mind of Jordan Peele, tapped into the cultural zeitgeist in a subversive way and became an awards contender. With Get Out, Peele became the first African American to win an Oscar for Best Original Screenplay.

Up next, he is working on his second feature with Universal Pictures, Us, and produced Focus Features’ upcoming film, BlacKkKlansman, directed by Spike Lee.

Continuing with its legacy for delivering female-driven breakout comedy successes, Universal’s Girls Trip brought big laughs to audiences, grossing $31.2 million at the North American box office on its opening weekend, making it the highest-grossing opening for a live-action comedy in 2017. Directed by Malcolm D. Lee and produced by Will Packer, the film grossed $140 million at the worldwide box office.

### Film (2017)

**ON SCREEN**

<table>
<thead>
<tr>
<th>People of Color</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>23%</td>
<td>43%</td>
</tr>
</tbody>
</table>

**BEHIND THE CAMERA**

<table>
<thead>
<tr>
<th>People of Color</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>13%</td>
<td>26%</td>
</tr>
</tbody>
</table>
Diverse Content on Xfinity Platforms

We’re committed to fueling subscriber growth, and our audiences’ imaginations. We do this by seeking out the unexpected, enhancing the quality and variety of content we offer, and leveraging the power of our Xfinity platform. It’s all possible through the passionate work of our diverse teams, and it’s supported by innovative partnerships with unique content creators and providers.

We not only curate inclusive stories that reflect our communities, we create entire destinations across our Xfinity platforms that are tailored to the interests and experiences of our diverse customer base. These destinations enable easy access to our diverse On Demand and Online content through search or on the X1 Voice Remote.

Key Achievements

100+ diverse networks available on Xfinity platforms

14K+ hours of diverse On Demand and Online programming offered in 2017

392M diverse Subscriber Network Instances*

Diverse On Demand Hours

<table>
<thead>
<tr>
<th></th>
<th>YE 2010</th>
<th>YE 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>X1 Destinations</td>
<td>375</td>
<td>7,688</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1,945%</td>
</tr>
</tbody>
</table>

Increase since 2010

Diverse Online Hours

<table>
<thead>
<tr>
<th></th>
<th>YE 2010</th>
<th>YE 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>566</td>
<td>6,667</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1,078%</td>
</tr>
</tbody>
</table>

Increase since 2010

*Subscriber Network Instances are defined as the number of networks that subscribers have as part of their programming packages. For example, if a subscriber has a Hispanic programming tier with 40 channels, that would count as 40 Subscriber Network Instances.
LGBTQ Film & TV On Demand

The award-winning LGBTQ Film & TV on Xfinity is the first to provide a diverse, complete, and community-endorsed LGBTQ entertainment experience in the home and on the go. Featuring unique content-specific L, G, B, T & Q curations, Community Recommendations from LGBTQ organizations, and the new Kids & Family collection. It’s part of Comcast NBCUniversal’s rich history of showcasing groundbreaking LGBTQ content and talent — from NBC’s Will & Grace, Focus Features films Brokeback Mountain, Milk, and The Danish Girl, and the Xfinity premier of I’m From Driftwood’s What Was It Like?

“We are proud to provide a home dedicated to LGBTQ storytelling unlike any other. We celebrate diverse and inclusive entertainment, each day and all year round.”

Jean-Claire Fitschen
Executive Director
Multicultural Xfinity Services
Comcast Cable

Cablefax Digital & Tech Award for Editorial Excellence
Earned for X1 LGBTQ Film & TV Destination
We work every day to ensure that no customer is more than a single key press or voice command away from enjoying the content they want. We are passionate about bringing easy-to-use, high-quality experiences to everyone. To do this, we offer the most robust accessible products in our industry, and develop best-in-class innovations that make them user-friendly to the widest possible audience.

We are proud to have been the first in our industry to launch Voice Guidance, a talking TV guide that reads aloud program titles, network names, and DVR and On Demand menus for people with visual impairments. And we continue to explore new ways to deliver the world’s most important entertainment moments to everyone. For example, X1’s voice control, voice guidance, and closed captioning helped customers with disabilities access all 94 hours of PyeongChang Paralympics television coverage on NBC.

We were honored to win an Emmy Award for Technology and Engineering, recognizing our technology teams’ work developing the X1 Voice Remote, and the innovative software platform that powers it. But we’re even more honored that our accessible products make entertainment available to more people, by opening new doors to independence for people with disabilities.

Key Achievements

<table>
<thead>
<tr>
<th>20M+</th>
<th>6B+</th>
</tr>
</thead>
<tbody>
<tr>
<td>X1 Voice Remotes deployed to date</td>
<td>Voice commands received in 2017</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>1.5M</th>
</tr>
</thead>
<tbody>
<tr>
<td>Xfinity customers have enabled an Accessibility feature*</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>1,500+</th>
</tr>
</thead>
<tbody>
<tr>
<td>New hires visited Comcast’s Accessibility Lab in 2017</td>
</tr>
</tbody>
</table>

* Accessibility features include closed captioning, video description, and voice guidance
“One of the most rewarding things about focusing on inclusive design is how sometimes our products deliver unanticipated benefits to our customers.”

Tom Wlodkowski
Vice President, Accessibility
Comcast Cable
“Giving back to diverse communities builds stronger relationships in places where our customers and employees live and work.”

Fred Maahs
Senior Director
Community Impact
Comcast Corporation
We support our communities by investing in local organizations, developing programs and partnerships, and mobilizing our resources to inspire and create positive, substantive change. This includes Minority-led, Minority-serving (MLMS) organizations, Women-led, Women-serving (WLWS) organizations, and partnerships with other diverse organizations.

Our signature volunteer event, Comcast Cares Day, started with 6,100 volunteers in a single city, and has grown to become the largest single-day corporate volunteer effort in the U.S., with more than 115,000 volunteers at over 1,200 sites in 23 countries in 2018.

We’re grateful that our culture of giving back led to our one millionth volunteer in 2018.

**Our Commitment**

We’re passionate about Community Impact initiatives that extend our commitment to inclusion beyond the walls of our offices. Giving back to others in our cities and towns has been a longstanding part of our culture. Our company and employees, along with thousands of nonprofit partners, work with a wide variety of diverse communities to support people of all ages, beliefs, and backgrounds. This is part of who we are, and who we’ve always been.

**Key Achievements**

- **$1.6B** cash and in-kind giving to minorities since YE 2010
- **$80M** cash and in-kind giving to MLMS organizations in 2017
- **286%** increase in MLMS giving over 2010
- **$24M** cash and in-kind giving to WLWS organizations in 2017
- **60%** increase in WLWS giving over 2010
How We Give Back

We understand that giving back takes many forms, and we applaud our employees who use their time and talent to do good in their communities. We also know that as a company, we have a responsibility to make meaningful contributions to our communities, and we are committed to providing cash and in-kind giving to organizations benefiting the people who need it the most.

**Minority-led, Minority-serving Organizations**

CASH GIVING

<table>
<thead>
<tr>
<th>Year</th>
<th>Cash Giving</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>$5.8M</td>
</tr>
<tr>
<td>2011</td>
<td>$10.0M</td>
</tr>
<tr>
<td>2012</td>
<td>$12.5M</td>
</tr>
<tr>
<td>2013</td>
<td>$15.3M</td>
</tr>
</tbody>
</table>

**Women-led, Women-serving Organizations**

CASH GIVING

<table>
<thead>
<tr>
<th>Year</th>
<th>Cash Giving</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>$0.9M</td>
</tr>
<tr>
<td>2011</td>
<td>$1.5M</td>
</tr>
<tr>
<td>2012</td>
<td>$2.0M</td>
</tr>
<tr>
<td>2013</td>
<td>$3.0M</td>
</tr>
</tbody>
</table>
Every child has the ability to succeed. Yet, many kids face obstacles that interfere with their ability to come to school every day, ready to learn. More than 10 million children live in neighborhoods of concentrated poverty and are two times more likely to face traumatic experiences. These students need extra support, but there is a gap between what students need and what schools in high-need communities have the capacity to provide.

That is why Comcast NBCUniversal has partnered with City Year, a national education nonprofit, for the past 17 years—to help ensure that students in high-need communities receive the support they need to stay on track to graduate from high school, equipped with the skills and mindsets essential for success in college, career, and life. In the schools where City Year serves, more than 86% of the students are economically disadvantaged.

Comcast NBCUniversal sponsors 12 school-based teams of City Year AmeriCorps members across the country. Each day, diverse teams of City Year AmeriCorps members (18 to 25 years old) serve full-time in schools as tutors, mentors, and role models to help students stay in school and on track to graduate. Together, we are reaching more than 7,500 students in high-need schools each day to help them succeed.

In addition to supporting direct impact in schools, Comcast NBCUniversal also provides professional development to City Year AmeriCorps members serving on Comcast NBCUniversal-sponsored teams. Just over half of City Year AmeriCorps members identify as people of color, 36% are the first in their family to graduate college and nearly 30% are serving in their home community. During annual Comcast Career Days across the country, hundreds of Comcast NBCUniversal employees provide leadership development, resume help, and career advice. Through our partnership, Comcast NBCUniversal has reached more than 14,000 City Year AmeriCorps members to help build the next generation of civic leaders.

“Through shared values, we have built a trusted partnership with Comcast NBCUniversal that has helped us have transformational impact in the communities we serve.”

Michael Brown
Co-Founder and CEO
City Year, Inc.
We stand for a connection to the world—and to opportunity—for all families. The work we do, and the people we reach, uniquely positions us to make a difference. For today’s households, a home internet connection is more important than ever. Internet Essentials, the nation’s largest and most comprehensive high-speed Internet adoption program, has connected more than four million Americans to low-cost home Internet, affordable computer options, and free in-person or online digital skills training.

And we’ve continued to expand the unique power of Internet Essentials to change lives by increasing the number of households it reaches. Launched in 2011 for low-income households with children, we extended eligibility to all households receiving HUD housing assistance in 2016. And we’re working with community partners in a dozen cities and markets on a pilot for low-income seniors. We’ve made more than 30 program enhancements over the last seven years, including 10 expansions to eligibility, faster speeds, WiFi access both in and out of the home, and making it easier to apply and get connected.

<table>
<thead>
<tr>
<th>Statistic</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>4M+</td>
<td>low-income Americans connected to the Internet in 1M+ households</td>
</tr>
<tr>
<td>80%+</td>
<td>of Internet Essentials customers are people of color</td>
</tr>
<tr>
<td>$350M</td>
<td>invested in digital literacy initiatives since the program began in 2011, reaching nearly 5M people</td>
</tr>
<tr>
<td>62%</td>
<td>of customers reported feeling the Internet service helped someone in their household find a job</td>
</tr>
<tr>
<td>93%</td>
<td>reported seeing a positive impact on their child’s grades</td>
</tr>
</tbody>
</table>
“As a technology and media company, we know the Internet has the power to transform lives, empower communities, and inspire change. **Internet Essentials** provides low-income Americans with an essential tool to harness the power of a connection right in their own homes.”

Karima Zedan  
Vice President, Digital Inclusion & Internet Essentials  
Comcast Cable
Our Commitment Continues

“Comcast NBCUniversal strives to be the model for Diversity & Inclusion in corporate America, and our leaders think about this every day. I see this in how D&I is ingrained in the way we operate—from how we attract new talent, to how we develop new products. And we’re doubling down on our D&I commitment, knowing that the more diverse and inclusive we are, the stronger our business becomes.”

Juan Otero
Vice President
Diversity & Inclusion
Comcast Corporation

“NBCUniversal has a long and groundbreaking history of inclusive storytelling, and our leadership continues to this day. Our talent pipeline programs grow more robust each year, adding new voices to our own platforms as well as to the entire industry. This commitment to Diversity & Inclusion has never been stronger and is an integral part of the culture across the company.”

Craig Robinson
Executive Vice President
and Chief Diversity Officer
NBCUniversal
CORPORATE DIVERSITY & INCLUSION
To view an interactive version of this report, visit diversity.comcast.com
For other Diversity & Inclusion inquiries, or to contact Comcast NBCUniversal’s Corporate Diversity & Inclusion department, email Corporate_Diversity@comcast.com

WORKFORCE
To learn about joining our Comcast team, visit jobs.comcast.com
To learn about joining our NBCUniversal team, visit nbcunicareers.com

PROCUREMENT
For more information on our Supplier Diversity program or becoming a diverse vendor, visit comcast-nbcunisuppliers.com

PROGRAMMING
For more information on NBCUniversal’s Talent Infusion Programs, visit nbcunitips.com
For more information on Universal’s Global Talent Development & Inclusion efforts, visit universaltalentdevelopment.com

COMMUNITY IMPACT
To learn more about how we give back to our communities, visit corporate.comcast.com/values/community-impact

MILITARY ENGAGEMENT
For more information on our Military & Veteran Affairs initiatives, visit corporate.comcast.com/values/military

CATALYST FUND
For more information on Comcast Ventures’ Catalyst Fund, visit cvcatalyst.com

ACCESSIBILITY
To learn more about our commitment to making accessible products and experiences, visit corporate.comcast.com/values/accessibility

INTERNET ESSENTIALS
To learn more about the nation’s largest high-speed Internet adoption program, visit corporate.comcast.com/values/internet-essentials