



President Michael Picker
Commissioner Catherine J.K. Sandoval
Commissioner Mike Florio
Commissioner Carla J. Peterman
Commissioner Liane M. Randolph
California Public Utilities Commission
505 Van Ness Avenue
San Francisco, CA 94102

Dear Commissioners,

We are writing you today to express our great support for the pending Charter/Time Warner Cable/Bright House Networks transaction. At a time when businesses have been leaving our golden state and employees losing jobs to relocation; this merger will continue an important trend to reestablishing job opportunities and business growth in diverse communities throughout the state.

New Charter has expressed to the California Hispanic Chamber of Commerce leadership team, their commitment and intent to bring jobs back to California. It has been shared by company representatives that off-shore Time Warner Cable call center jobs will be brought back to the US to compliment the many call centers we currently have in California and across the US. For example, Charter has added more than 7000 new jobs since 2012, by bringing call center jobs back home.

Charter has also committed to adopt many of Time Warner Cable's award winning vendor diversity programs – many of which you are already aware of including our minority owned business outreach efforts, our supply chain minority vendor “first look” policies and our other outreach programs through our chamber and community based partners. Additionally in the public interest statement New Charter committed to build on these additional TWC best practices.

- A critical focus on attracting, retaining and promoting a skilled workforce that reflects the company's diverse customer base.
- A commitment to supplier diversity, increasing engagement with minority, women, veteran and disabled-owned businesses that can supply it with the high quality materials and programming its customers demand.
- Leadership involvement to ensure accountability in meeting diversity and inclusion goals. Time Warner Cable's Executive Inclusion Council ("EIC") regularly convenes senior management to report to the CEO on progress towards achieving diversity and inclusion priorities across the business.
- A cross-cultural mentoring program, which provides employees significant opportunities to build skills, knowledge and achieve professional goals.
- Support for Employee Networks, which are formed around a common dimension of diversity, interests, and experiences. Time Warner Cable offers 11 different Employee Networks in nearly 25 chapters across the country.

This is an important time in California and the future of our economic stability. We believe this merger will set a new trend and a new level of commitment when it comes to the number one issue plaguing our economy, outsourcing. By reinvesting in California's workforce, New Charter is setting an example that we believe others will follow.

Thank you for your consideration in this matter and we look forward to continue to Dialogue regarding this issues as well being available for any questions regarding this matter. Thank you in advance for helping to reinvest in the California workforce.

Sincerely,



Frank Montes
Chairman
CAHCC



Bob Gutierrez
Vice Chair/Corporate Advisory Chair
CAHCC