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**BEFORE THE PUBLIC UTILITIES COMMISSION
OF THE STATE OF CALIFORNIA**

Joint Application of Charter Communications, Inc., Charter Communications Holdings, LLC, and Cox Enterprises, Inc. for Approval Pursuant to Public Utilities Code Section 854 of the Indirect Transfer of Control of Cox California Telcom, LLC (U-5684-C).	Application 25-07-016

NOTICE OF EX PARTE COMMUNICATION OF NATIONAL INSTITUTE FOR WORKERS' RIGHTS

Pursuant to Rule 8.2(c)(2)(B) of the California Public Utilities Commission's ("Commission") Rules of Practice and Procedure, the National Institute for Workers' Rights ("NIWR") hereby provides notice of ex parte meetings in the above-captioned proceeding.

This notice is timely filed within three working days of the ex parte meetings. On Tuesday, July 7, 2026, from 2:00PM to 2:30PM, NIWR Director Jason Solomon met with Commissioner Matthew Baker, Michael Mullaney, Senior Advisor to President John Reynolds; and Stephen Neal, Advisor to Commissioner Matthew Baker. On Thursday, July 9, 2026, from 1:30PM to 2:00PM, NIWR Director Jason Solomon met with Julian Buchwalter, Advisor to Commissioner Karen Douglas, and Victor Smith, Deputy Chief of Staff and Advisor to Commissioner Darcie Houck. On Friday, July 10, 2026 at 3:45 to 4:15 PM, NIWR Director Jason Solomon met with Andrew Klutey, Advisor to Commissioner Christine Harada. All meetings took place on WebEx or Teams.

At the meetings, NIWR presented its position on the settlement agreements, as reflected in its reply comments. Specifically, Part VI of the CETF Agreement inadequately meets concerns about diversity, equity and inclusion by not addressing issues of equal opportunity in the workforce and focusing solely on supplier diversity. As a result, it fails on the Section 854(c)(4) criterion of being "fair and reasonable to…employees" and the ESJ goal of "eliminating barriers to opportunity."

NIWR explained how the conditions imposed in the Verizon-Frontier proceeding should be the baseline for what is in the Charter-Cox decision. We discussed how both Charter and Verizon sent very similar letters to FCC Chair Brendan Carr disavowing any effort to promote diversity, equity and inclusion (and therefore increasing the risk of discrimination at these companies), and there is no basis in fact, principle, policy, or law for treating Charter's workforce diversity issues less seriously than Verizon's.

We discussed five specific recommendations that could serve as mitigation measures. Three of these are drawn directly from ordering paragraphs in the Verizon-Frontier decision: recruitment pipelines, employee surveys on belonging and inclusion, and disaggregated workforce reporting. The other two are: an equal opportunity officer responsible for these issues, and pay equity audits. Imposing these conditions are critical to ensuring that the transaction meets the public interest standard.

Respectfully submitted on this 10th day of July, 2026 in Redwood City, California.

Respectfully submitted,

/ s / Jason Solomon

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