



Work together.
Win together.

AT&T Global Supplier Diversity
2011 Annual Report & 2012 Plan
March 1, 2012



Table of Contents

Introduction	4
Corporate Commitment	4
A Message from Our Chairman & Chief Executive Officer	5
A Letter from Kenneth P. McNeely, President of AT&T California	6
2011 Annual Report	7
9.1.1 Summary and Description of Supplier Diversity Program Activities	8
2011 AT&T California Summary	9
2011 AT&T Mobility Summary	11
AT&T Global Supplier Diversity	12
2011 Supplier Diversity Focus Areas	13
Supplier Diversity 2011 Strategic Programs	16
California Outreach and Stakeholder Management	16
Development & Sourcing in Emerging Technology & Other Areas	18
Disabled Veteran Business Enterprise Sourcing and Outreach	21
International Outreach	22
Meet the Primes Matchmaker Events	24
Recognition Programs	25
Supplier Diversity Mentoring Programs	25
Technical Assistance and Capacity Building Programs	27
The AT&T Prime Supplier Program	34
Technical Assistance and Capacity Building Funding	35
Wireless and Mobility Development and Sourcing	35
Supplier Diversity Awards and Recognition	39
AT&T Global Supplier Diversity—Resources and Links	41
AT&T Supplier Diversity	42
California Leadership Team	42
9.1.10 Summary of Purchases	45



AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

9.1.2 Summary of Purchases _____	46
9.1.3 Program Expenses _____	57
9.1.4 Progress Toward Goal _____	63
9.1.5 Summary of Subcontracting Utilization _____	69
9.1.6 Supplier Complaints _____	75
9.1.7 Exclusions _____	76
9.1.8 Supplier Recruitment in Specific Areas _____	77
9.1.9 Justification of Excluded Areas _____	80
2012 Annual Plan _____	81
10.1.1 Short, Mid, Long-Term Goals – All AT&T Reporting Companies _____	82
10.1.2 AT&T Supplier Diversity Activities Planned for 2012 _____	84
10.1.3 Supplier Recruitment in Specific Areas _____	86
10.1.4 Supplier Recruitment in Excluded Areas _____	87
10.1.5 Subcontracting Plans _____	88
10.1.6 Plans for Complying with DBE Program Guidelines _____	89
Attachment A _____	90



Introduction

AT&T California (U 1001 C); AT&T Advanced Solutions (U 6346 C); AT&T Long Distance (U 5800 C); AT&T Communications;¹ and AT&T Mobility² (all entities referred to herein as “AT&T”) hereby submit their Annual Report and Plan of Supplier Diversity activities consistent with the requirements of California Public Utilities Commission (“CPUC”) General Order 156. Because AT&T Global Supplier Diversity Team administers the Supplier Diversity initiative on behalf of all these AT&T companies, we have combined the reports for these entities into one report. The Annual Report describes the program activities and results that AT&T achieved for the period January 1, 2011 through December 31, 2011. The Annual Plan describes AT&T’s supplier diversity program objectives for 2012 and supplier diversity numerical purchasing goals.

Corporate Commitment

At AT&T, our mission is to connect people with their world, everywhere they live and work, and to do it better than anyone else. To accomplish this, we understand the value of supplier diversity, and, as a result, AT&T has been a longstanding leader in supplier diversity since 1968.

Minority, women and disabled-veteran owned suppliers bring value to our company through their unique skills and fresh ideas; their efforts help us deliver world-class products and services to meet our customers’ diverse needs and by improving our position in the communications marketplace as an innovative leader. We are extremely proud of our achievements in working with qualified Diverse Business Entities (“DBEs”) suppliers and enhancing their ability to participate in the corporate supply chain. In 2012, we look forward to continuing our commitment of inclusion of diversity-owned businesses in our supply chain.

¹ AT&T Communications of California Inc. (U-5002-C); TCG Los Angeles Inc. (U-5462-C), TCG San Diego (U-5389-C), and TCG San Francisco (U-5454-C) (collectively “AT&T Communications”).

² New Cingular Wireless PCS, LLC (U-3060-C), Cagal Cellular Communications Corporation (U-3021-C), Santa Barbara Cellular Systems, Ltd. (U-3015-C), and Visalia Cellular Telephone Company (U-3014-C) (collectively “AT&T Mobility”).



A Message from Our Chairman & Chief Executive Officer



"At AT&T, diversity and inclusion are essential components of a successful business strategy. By respecting and including different viewpoints, we are better able to serve our customers, employees, business partners and communities."

---Randall Stephenson Chairman & Chief Executive Officer



A Letter from Kenneth P. McNeely, President of AT&T California

Here at AT&T, we're in the business of helping Californians communicate with the people, information and entertainment they want and need. In doing so, we're not only continuously purchasing goods and services that keep AT&T working...we're doing what we can to help keep Californians working.

Investing in companies based right here in California is good for us and good for the local economy. After all, procurement is more than just buying fiber optic cable and wireless antennas – it's doing what we can to help sustain and grow California jobs and propel our innovation economy forward.

I am especially pleased that in 2011, 44 percent of our total purchasing in California for the wireline company alone was with minority, women and disabled veteran business owners. We continue to focus and apply rigor in this area and the result of which equates to nearly \$2 billion spent in California in 2011 by AT&T and its affiliate companies.

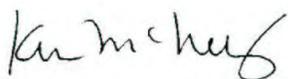
In close partnership with minority, women and disabled veteran business owners, we're driving innovation through our business – which helps us, in turn, do so with our customers. And we're focusing on growing where the growth is – in our Mobility operations. In fact, AT&T's 2011 diverse supplier results in the wireless arena represent a 112 percent growth over 2010.

By investing in diverse local suppliers, we're proud to be helping them sustain existing jobs while creating new ones. Additionally, our California investment generates significant additional economic activity and the jobs that accompany.

Right here in California. At a time when our state needs them most.

Investing in California helps us all. It connects us and keeps us moving forward. And that's how communicating IS working, all across California!

Sincerely,



Ken McNeely
President, AT&T California



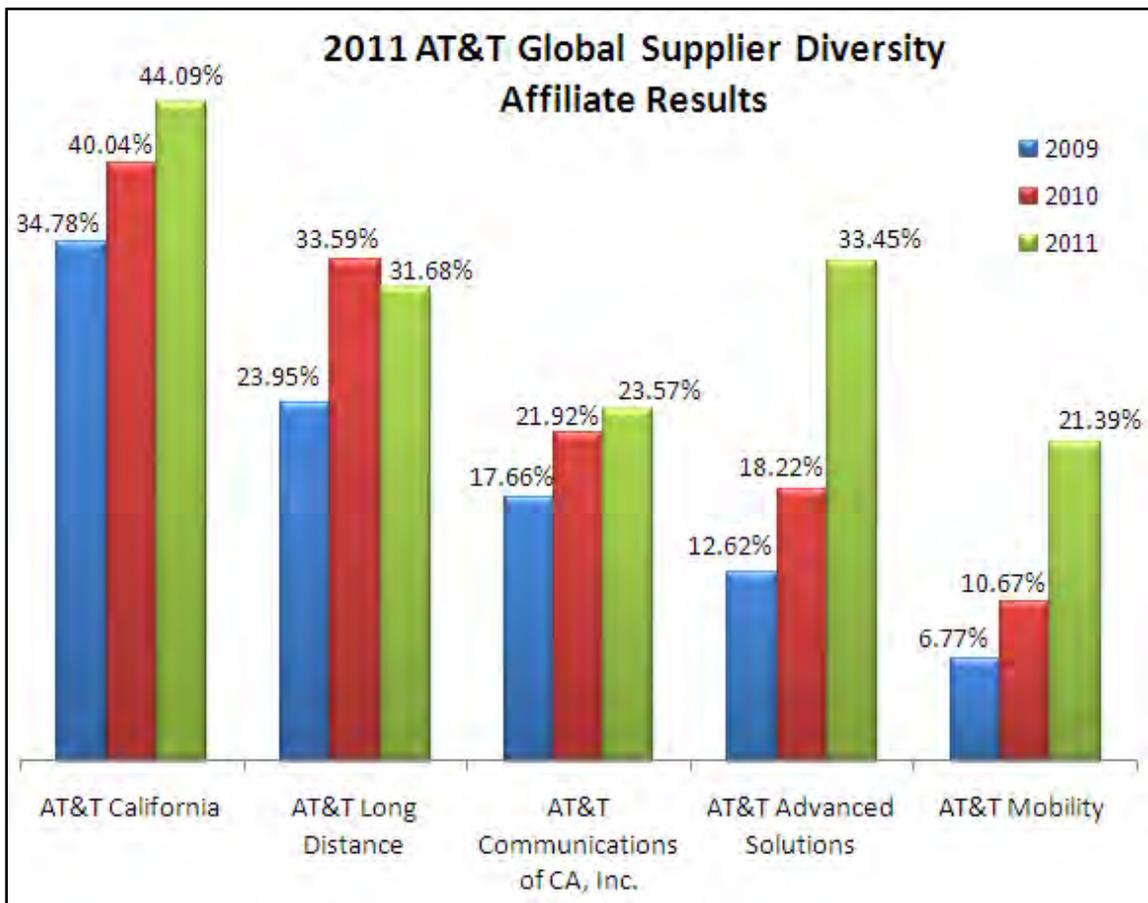
2011 Annual Report



9.1.1 Summary and Description of Supplier Diversity Program Activities

In 2011, AT&T remained committed to utilizing diverse supplies in our supply chain. The AT&T Global Supplier Diversity team developed and deployed initiatives and programs designed to create, educate, and expand the use of diverse suppliers in California. Additionally, strong collaboration with the AT&T Global Sourcing organization and internal business units reinforced alignment with our Company's key focus areas—Cloud Computing, Mobility, IP, Broadband and U-Verse.

The graph below shows the California CPUC GO 156 annual results for 2009 through 2011 and depicts the year-over-year growth of each AT&T reporting company.



2011 AT&T California Summary

We are pleased to report the 2011 AT&T California supplier diversity results were 44.1% of our total purchasing in the State. This achievement represents over \$1.05 billion in diversity spend, an increase of 10.6% from 2010 results.

As depicted in the table below, our 2011 MBE results were 27.38% which equates to \$651M of MBE spend. Additionally, in 2011, WBE results were 11.8% which equates to \$280M. DVBE spend was \$117M, increasing 125% over 2010 to an overall result of 4.9%.

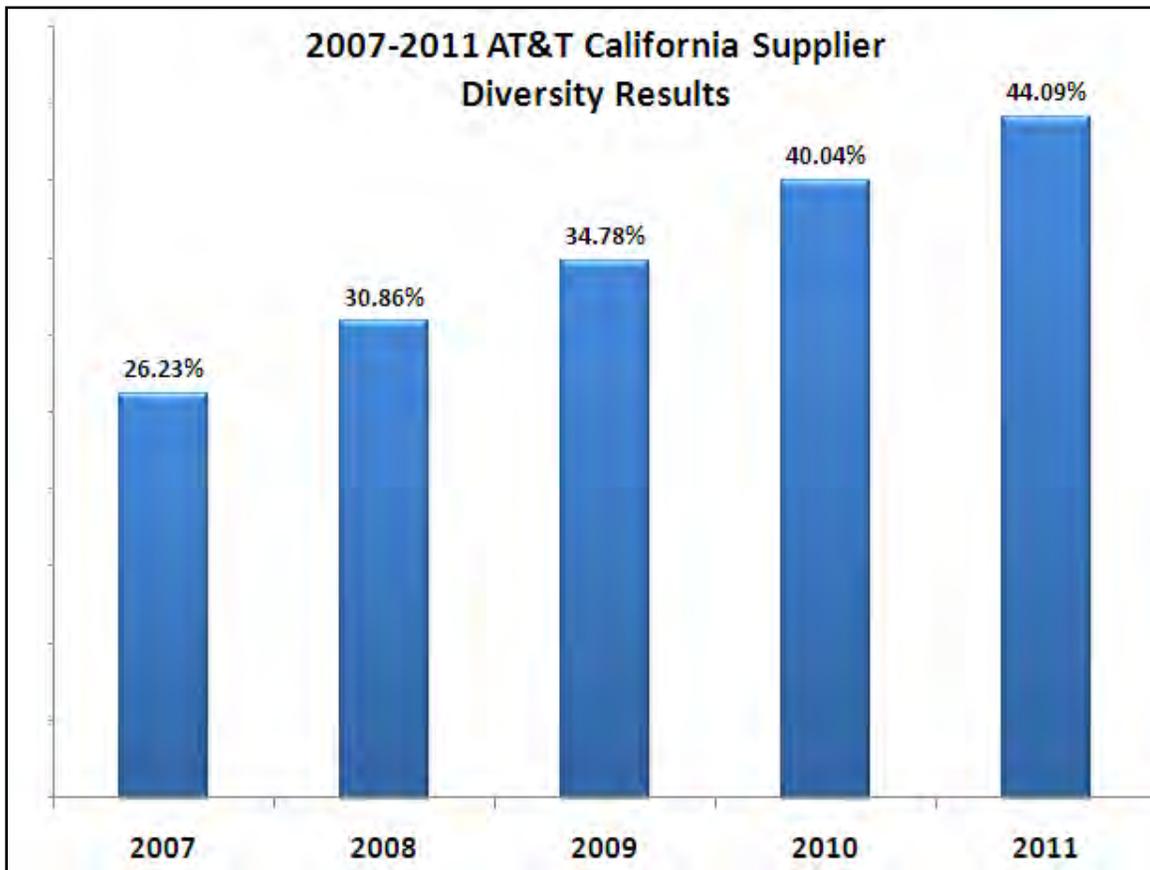
The economy and California unemployment rate of 11.3% continued to pressure many of our existing California diverse suppliers. Many of the California diverse suppliers either left the state, or closed their doors. We also saw a decline in the number of diverse suppliers “re certifying” to maintain their diversity status. Lastly, the AT&T/T Mobile merger impacted some California based projects that were forecasted prior the merger pursuit. Despite these challenges, our 2011 results amplify what we are most proud of—Supplier Diversity. It’s the way we do business.

AT&T 2011 Supplier Diversity—By the Numbers—AT&T California

AT&T Supplier Diversity Corporate Goal	2011 Supplier Diversity Spend	2011 Supplier Diversity % of Total Spend	Diversity Spend YoY Increase
MBE: 15%	\$651 Million	27.4%	
WBE: 5%	\$280 Million	11.8%	
DVBE: 1.5%	\$117 Million	4.9%	
Corp. Goal: 21.5%	\$1.048 Billion	44.1%	10.6% YoY Increase



The chart below depicts AT&T California Supplier Diversity spend over a five-year period.



2011 AT&T Mobility Summary

Mobility continues to be an emerging growth area for AT&T and our diversity results reflect this focus. The AT&T Mobility supplier diversity results were 21.4% of our total purchasing in California. This achievement represents \$706.9 million in diversity spend, an increase of 112% from 2010 results.

Our 2011 minority business enterprise (MBE) results were 16.77% which equates to \$554.5 million of MBE spend. Additionally, in 2011, women business enterprise (WBE) results were 4.5% which equates to \$149 million—a 166% increase over 2010.

Disabled veteran business enterprise (DVBE) spend was \$3.4 million, increasing 393% over 2010.

Several initiatives were implemented that support the increase in California supplier diversity spend. Some examples of mobility initiatives are in the areas of mobile devices, wireless construction, distributed antennae systems, and customer care/call center support. Our 2011 supplier diversity results demonstrate that in emerging growth areas of our business, AT&T continues to source diverse suppliers.

AT&T 2011 Supplier Diversity—By the Numbers—AT&T Mobility

AT&T Supplier Diversity Corporate Goal	2011 Supplier Diversity Spend	2011 Supplier Diversity % of Total Spend	Diversity Spend YoY Increase
MBE: 15%	\$554.5 Million	16.8%	
WBE: 5%	\$149 Million	4.5%	
DVBE: 1.5%	\$3.4 Million	.1%	
Corp. Goal: 21.5%	\$706.9 Million	21.4%	112% YoY Increase



AT&T Global Supplier Diversity

AT&T Supplier Diversity is an organization that connects certified diverse businesses with opportunities to provide products and services to AT&T around the world.



Minority, women and disabled-veteran owned suppliers bring value to AT&T by providing innovative and cost effective solutions. Their solutions assist in delivering world-class products and services to meet our customers' diverse needs and enhance our position as a global communications and technology leader.

The AT&T Global Supplier Diversity organization supports AT&T in meeting the mission to include minority, women and disabled veteran business enterprises in its supply chain. Marianne Strobel, Executive Director of AT&T Global Supplier Diversity, located in California, leads the supplier diversity team and reports to Tim Harden, President of AT&T Supply Chain and Fleet Operations.

In 2011, the supplier diversity team was responsible for developing and implementing the strategies and programs that helped AT&T achieve its targets. These strategies and programs included:

- Augmenting supplier diversity external and internal communications and training
- Building technical capacity and business capabilities
- Enhancing internal and external stakeholder management
- Ensuring supplier diversity regulatory compliance
- Expanded support for supplier diversity outreach events
- Improvements to the tracking and reporting of supplier diversity results
- Improvements to diverse business prospective supplier inquiries



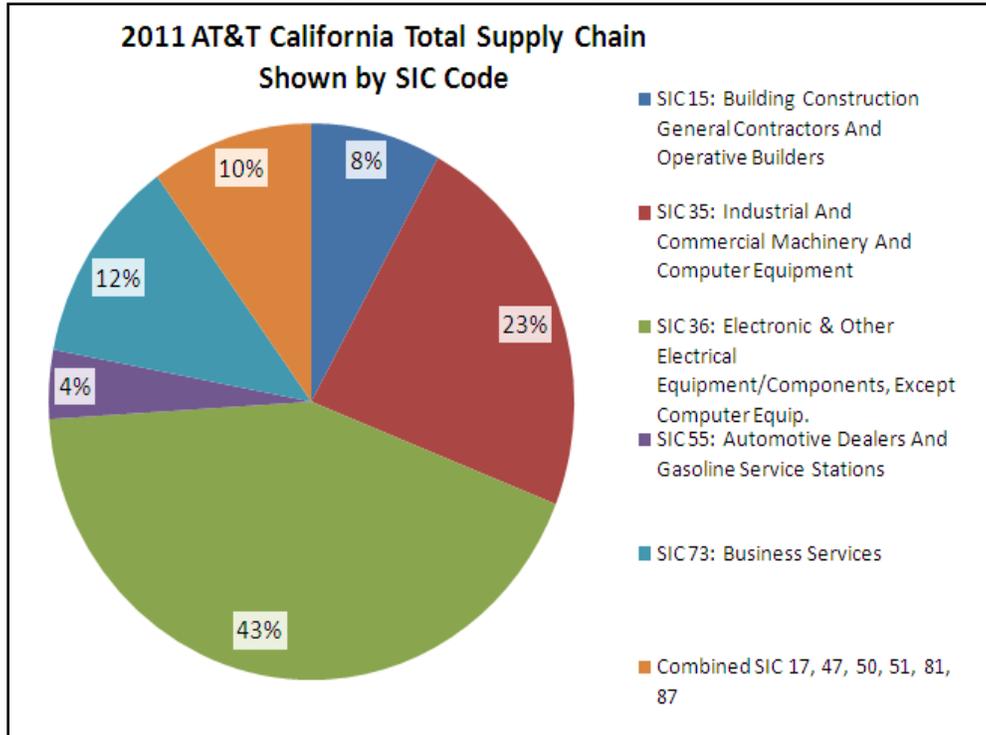
2011 Supplier Diversity Focus Areas

Supplier diversity spending increased in several categories across our supply chain. These spend categories are closely tied to AT&T's top corporate imperatives—U-verse build out, wireless network construction, call centers, and customer service. Additionally, we saw diverse suppliers enter into new emerging technology areas such as, mobile devices, mobile applications development, distributed antenna systems, and customer service.

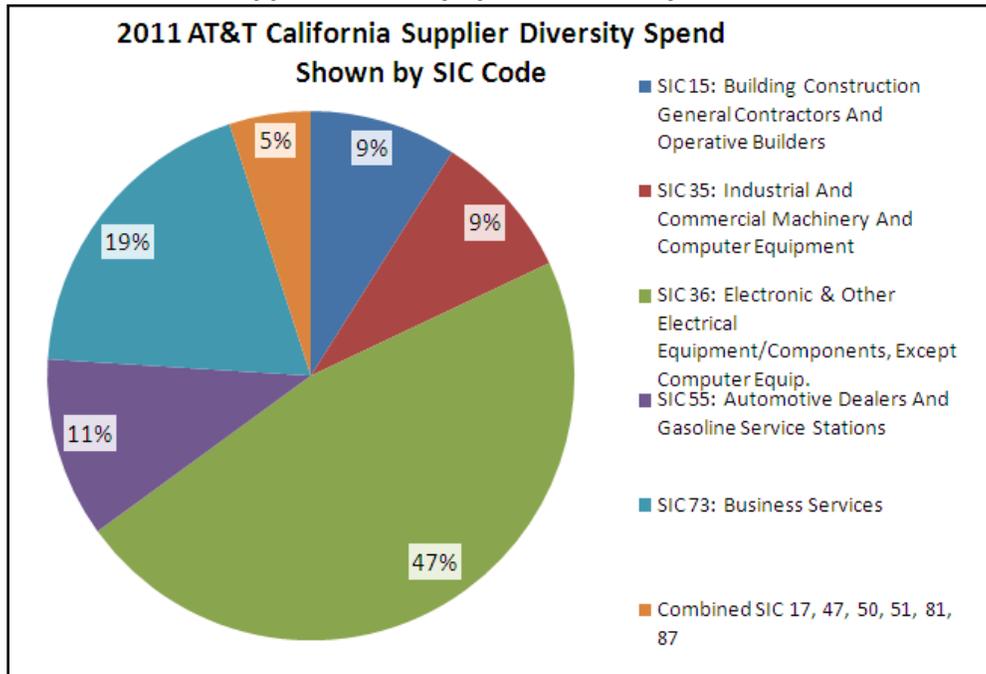
The pie charts below depict how AT&T California 2011 diversity spending within California parallels AT&T strategic focus areas. The first chart represents AT&T California's total supply chain spend in California; the second chart represents AT&T California's diversity spend in California.



2011 AT&T California Total Supply Chain Shown by SIC Code



2011 AT&T California Supplier Diversity Spend Shown by SIC Code



SIC code descriptions as used by AT&T:

- **SIC 36:** Is defined as *“Electronic & Other Electrical Equipment/Components, Except Computer Equipment.”* This SIC code represents network equipment used to enhance and expand the AT&T infrastructure and network.
- **SIC 35:** Is defined as *“Industrial and Commercial Machinery and Computer Equipment.”* This SIC code represents the software and hardware used within AT&T.
- **SIC 73:** Is defined as *“Business Services.”* This SIC code represents services used for advertising, billing, consumer and business marketing programs, and training.
- **SIC 55:** Is defined as *“Automotive Dealers And Gasoline Service Stations.”* This SIC code represents the purchase of vehicles for the AT&T fleet and the services and products used to support and maintain the AT&T fleet.
- **SIC 15:** Is defined as *“Building Construction General Contractors And Operative Builders.”* This SIC code represents the construction workforce and the materials used to build and maintain the AT&T infrastructure, network, U-Verse platform, and buildings.

SIC codes included in the “Combo of” section are defined as follows:

- **SIC 17:** Is defined as *“Construction Special Trade Contractors”*
- **SIC 47:** Is defined as *“Transportation Services”*
- **SIC 50:** Is defined as *“Wholesale Trade-durable Goods”*
- **SIC 51:** Is defined as *“Wholesale Trade non-durable Goods”*
- **SIC 81:** Is defined as *“Legal Services”*
- **SIC 87:** Is defined as *“Engineering, Accounting, Research, Management & Related Services”*



Supplier Diversity 2011 Strategic Programs

AT&T continues to make a difference for minority, women and disabled-veteran-owned business enterprises. Collaborating with numerous diversity advocacy organizations, corporate forums and policy-makers, AT&T continues to increase business opportunities for certified diverse businesses by providing corporate support, leadership and innovation.

In 2011, the following supplier diversity programs and efforts were instituted:

- California Outreach and Stakeholder Management
- Development and Sourcing in Emerging/Underutilized Areas
- Disabled Veteran Business Enterprise Development and Sourcing
- International Outreach
- Meet the Prime Matchmaker Events
- Prime Supplier Program
- Protégé Programs for Disabled Veteran Business Enterprises
- Recognition Programs
- Technical Assistance and Capacity Building Programs
- Wireless & Mobility Development and Sourcing

California Outreach and Stakeholder Management

Outreach Programs: Meetings, Conferences, Trade Shows and Memberships

AT&T enhanced its active participation in local and national supplier diversity outreach events—promoting diversity within the AT&T supply chain and meeting with diverse suppliers. *See Attachment A for additional outreach efforts.*

Communication Engagements

AT&T Officers and the Global Supplier Diversity team were keynote speakers for supplier diversity advocacy organizations, participating in 142 events nationally—sixty-six throughout California. Below is a summary of some of the AT&T Global Supplier Diversity sponsored California events:



AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

Supplier Diversity Organization/Advocacy Group	Topic Covered
American Indian Chamber of Commerce	Understanding the Procurement Process
ASTRA Expo	Advantages of Using A Social Media Platform
ASTRA`s 15th Annual Awards & Workshops— Plug In Power Up	Awards Ceremony, Workshops & Networking event
Black Business Associations 8 th Annual Summit	Keynote Speaker
The Black Economic Council	How to Use Technology to Drive Your Business Growth
Black Economic Council 6th Annual Urban Economic Conference	Gaining Contracts with Large Corporations
Black Economic Council—Bridge Builder & Game Changers Award Ceremony	AT&T Supplier Diversity
California Technology Leadership Forum	Strategies to Grow Your Business
Citi's 22nd Annual Global Entertainment, Media and Telecommunications Conference in San Francisco.	AT&T 4G LTE—Device Portfolio & Innovative Applications
CPUC Legal Symposium	Presenting on AT&T Legal Spend
CPUC Small Business Expo	Strategies for Securing Contracts with Large Corporations
CPUC/CUDC Advertising Forum	Strategies to Increase Low Utilized Areas
CPUC—Veterans Support Summit	Strategies for Securing Contracts with Large Corporations
DVBE Alliance's Keeping the Promise Conference	AT&T's programs and commitment to DVBEs and veterans
Latina Business Association Minority Women`s Business Conf & Awards Gala	Securing Contract Opportunities with Large Corporations
Latino Coalition Economic Summit	Keynote speaker
NCMSDC Minority Business Opportunity Expo	Doing Business in the Cloud
NCMSDC—MBE to MBE Event	Strategies for Securing Contracts with Large Corporations



AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

Northern CA Minority Supplier Development Council	Strategies for Securing Contracts with Large Corporations
Power Up Series for Small Business	Using Mobile Applications to Grow your Business
San Diego MSDC Small Business Symposium	How to Acquire Contracts From Fortune 10 Companies
SDBC Small Business Workshops	Doing Business in the Cloud
Silicon Valley Telecom Council Handset and Gadget Innovation Review	Trends in emerging devices
USPAACC Western Region Conference	Keynote speaker
Young Black Contractors Association Inc	Strategies for Securing Contracts with Large Corporations

Development & Sourcing in Emerging Technology & Other Areas

AT&T continued to increase diversity participation in emerging and other areas of the business. The supplier diversity initiatives described below identify opportunities, share best practices, build diverse supplier capabilities and communicate AT&T requirements in advertising, finance, and the wireless/mobility markets. The intense focus and creative tactics provided opportunity for more contract awards to California certified diverse businesses in these areas.

Advertising

The AT&T Advertising Summit

AT&T launched the first Advertising Summit in October 2010. The goal was to assist AT&T advertising prime suppliers with developing robust supplier diversity plans, sharing best practices and identifying solutions that increase diverse supplier participation in the AT&T supply chain. Twenty-nine AT&T advertising prime suppliers attended the summit, of which twenty-three support AT&T California.

As a result of the summit, in 2011:

- 70% of the advertising primes participating in the summit delivered a supplier diversity plan
- 2011 marks the fourth year in a row where the AT&T advertising business unit increased spending with diverse suppliers
- Diverse spending increased \$52.6 million—5% over 2010 results



California Advertising Successes

Existing diverse supplier success: A Los Angeles, California MBE Company that provides mass and direct mail services to AT&T nationally worked with AT&T global supplier diversity to uncover additional opportunities. The result was a 13% increase in diverse spend over 2010 with AT&T.

The AT&T Advertising Chatter Blog

The *AT&T Advertising Chatter Blog*, was developed in 2011—an idea generated from the Advertising Summit break-out session—specifically designed for advertising companies. It provides a back-drop for sharing ideas on diversity inclusion strategies, and communication of opportunities in the advertising space.

The blog is a cloud based tool provided by Salesforce.com that allows users to securely choose the people, documents, and applications they want to follow.

Social Media

Diverse suppliers are emerging as a new entrant in the social media space. AT&T supplier diversity selected and awarded a contract for \$25,000 to a micro San Francisco based California minority and woman owned business to build and project manage the Women’s Business Enterprise National Council’s social media platform.

This opportunity also provided a California W/MBE company with new visibility to other corporations working with the Women’s Business Enterprise National Council (WBENC); something the California W/MBE company claims would not have occurred without the support from AT&T.

CA California Utilities Diversity Council (CUDC) and CPUC Advertising Summit

AT&T Global Supplier Diversity’s Executive Director, Marianne Strobel attended and presented at the July 2011 California CDUC/CPUC Advertising Summit that the CUDC and CPUC Commissioner Sandoval hosted. Ms. Strobel shared best practices and strategic tactics used by the AT&T supplier diversity team to increase diverse spending in the advertising, media and marketing sector. Additionally, one of AT&T’s advertising



AT&T Global Supplier Diversity 2011 Annual Report & 2012 Annual Plan

prime suppliers, Interbrand, a California based minority business provided insight into where advertising and media contract opportunities exist now and in the future.

CUDC/CPUC Matchmaker: Following the executive presentations AT&T participated in a CDUC Matchmaker event where advertising primes and supplier diversity managers interviewed diverse companies for opportunities.

In addition to the CUDC/CPUC advertising summit matchmaker event the following tactics were deployed by the supplier diversity team:

- A supplier diversity manager was dedicated to the AT&T advertising business unit
- Monthly progress reports were conducted to review the AT&T advertising business unit's progress toward their diversity goal
- The AT&T Meet the Primes Matchmaker event identified and connected diverse suppliers with prime suppliers in the advertising, media and marketing areas
- Opportunity areas were communicated via outreach events and the AT&T Supplier Diversity website which included: broadcast and production, social media, interactive/digital online, and radio newspaper purchasing

Finance

AT&T sponsored a supplier diversity finance summit in December 2010, which created the foundation for much of this sector's improvement in 2011. Fifteen percent of the AT&T prime suppliers who participated in the summit were headquartered in California and participated in the break-out sessions where supplier diversity best practices were discussed.

As a result of the finance summit and collaboration with the AT&T supplier diversity team attendee supplier diversity results increased from 16.9% in 2010 to 24% in 2011.

Legal

AT&T participated in the California Legal Symposium led by California PUC Commissioners Simon and Sandoval, which was held on July 14th, 2011. The focus of the symposium was to identify methods to increase diverse spend in the legal arena, discuss best practices, recognize opportunities and enhance transparency.



AT&T Global Supplier Diversity 2011 Annual Report & 2012 Annual Plan

Additional AT&T's efforts to increase spend in the legal space included:

- En Banc Diversity Hearing
- Charles Houston Bar Association Annual Gala Dinner Bar Association of San Francisco Event
- 31st Anniversary Dinner for Bay Area Lawyers for Individual Freedom (BALIF)
- National Center for Lesbian Rights Annual Dinner

As a result the California supplier diversity results increased 24% over 2010 results.

Disabled Veteran Business Enterprise Sourcing and Outreach

Efforts to expand disabled veteran business spending remained a key focus in 2011. Through strategic outreach events, meetings with AT&T executives, and technical expertise, disabled veterans refined their business models and were introduced to various supply chain opportunities.

Proudly, many of our prime suppliers saw the value of utilizing disabled veterans in their businesses to support AT&T opportunities.

Alorica, a California minority business enterprise developed a program called AloriCare which hired disabled veterans to work in their call centers through a work-at-home program supporting AT&T customer service. Their work-at-home program employs over 50 disabled veterans, 60 percent of whom suffer from combat-related trauma.

[Click Here to view the AloriCare, July 28th, 2011, Press Release](#)

Several disabled veteran business enterprise prime suppliers joined AT&T at the following outreach events:

- The CPUC Small Business Expos
- The Elite Service Disabled Veteran Owned Business (SDVOB) Conference
- The California DVBE Alliance's Keeping the Promise conference
- The Iraq and Afghanistan Veterans of America



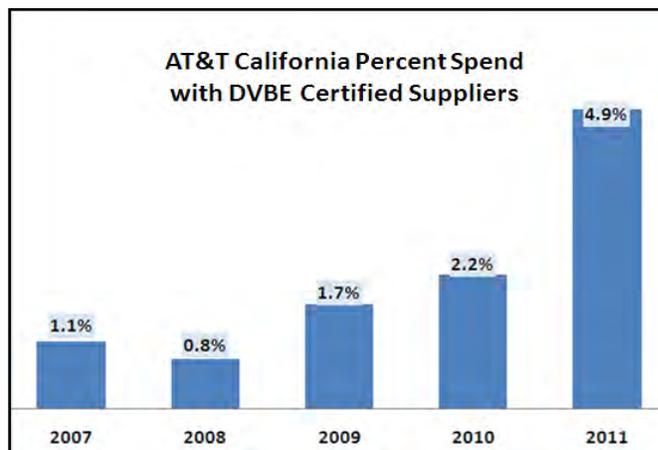
AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

AT&T continued to be a major sponsor of the California Disabled Veterans Business Alliance's "Keeping the Promise" conference and trade show, held in Los Angeles, and provided data and WiFi facilities for the conference. Additionally, AT&T participates as a charter member in the California DVBE Alliance Corporate Advisory Board and was a founding member of the "100,000 Jobs Mission" launched earlier this year.



<http://www.att.com/gen/press-room?pid=22016&cdvn=news&newsarticleid=33262>

As a result of our laser focus on increasing DVBE participation, AT&T grew disabled veteran business enterprise spending in California 125% over 2010. The chart below shows the percent increase in total spend for disabled veteran businesses in California over a five-year period.



International Outreach

AT&T is working with international supplier diversity organizations such as WEConnect International, NMSDC Global-Link and the QuEST Forum—an international standards organization, to help diverse suppliers expand their businesses internationally. For example, a California based MBE Company in San Diego that provides AT&T with IT services joined AT&T at the Quest Forum conference in Beijing, China, and discovered a certified Asian WBE business from China which served to fulfill a line of their



AT&T Global Supplier Diversity 2011 Annual Report & 2012 Annual Plan

business for AT&T. The common bond between both companies was their TL 9000 certification. This has provided AT&T with quality focused companies both domestically as well as internationally.

Additionally, five international AT&T sourcing managers joined the AT&T Global Supplier Diversity Ambassador Team and indirectly report to Marianne Strobel, Executive Director AT&T Global Supplier Diversity. These ambassadors represent AT&T at international events such as in China, United Kingdom, India, and Canada.

AT&T encourages diverse suppliers to explore international operations, alliances or joint ventures to remain competitive. AT&T supports organizations that certify diverse businesses in several countries and collaborates with these organizations to help them secure multi-national corporation contracts. International outreach efforts include:

Prime Supplier Program Training

The Prime Supplier Program expanded in 2011, to include enhanced training and one-on-one planning and review sessions which provided an overview of the:

- AT&T Prime Supplier Program
- Requirements for establishing diversity inclusion targets
- Developing an annual subcontracting plan
- Submitting results via the on-line reporting
- Identifying AT&T supply chain opportunities from their AT&T contract

As a result, AT&T prime suppliers participated in the training and one-on-one sessions and subcontracting spend increased:

- Nationally from \$1.6 billion in 2010 to 2.1 billion in 2011—a 31% increase over 2010 results
- California subcontracting spend increased from \$276 million to \$375 million—a 34% increase from 2010.

Supplier Diversity Employee Training Programs

AT&T sponsored an on-line diversity and inclusion training designed for all employees. This training provides employees with information about AT&T's overall diversity commitment, philanthropy and diversity marketing. The training gives information on



AT&T Global Supplier Diversity 2011 Annual Report & 2012 Annual Plan

topics ranging from the supplier diversity business cases, corporate goals, AT&T leadership support and regulatory compliance. It outlines AT&T's supplier diversity legacy of leadership which ensures diversity suppliers are a part of the AT&T supply chain. More than 23,000 employees have successfully completed the Supplier Diversity training and have provided positive feedback on the experience.

Meet the Primes Matchmaker Events

The AT&T Meet the Prime matchmaker events continued to be a focus and in 2011. A series of matchmaking events were launched that targeted key prime suppliers in low utilized and emerging markets to engage in one-on-one interviews with qualified diverse suppliers. Prospective suppliers were invited through several diversity councils, chambers and community based organizations and met with AT&T sourcing and business unit leaders, and AT&T prime suppliers to discuss contract opportunities in the following areas:

- Advertising
- Distributed Antenna Systems/Wireless Construction
- Finance
- Legal Services
- Managed/Cloud Services
- Marketing/Communication

2011 Meet the Prime Matchmaker Events Highlights:

- Events were held in Atlanta, Dallas and Detroit
- 13% of the diverse suppliers who the attended the Matchmaker events were California based companies
- The AT&T Supplier Diversity team conducted seventeen matchmaker meetings with California diverse suppliers in 2011
- 173 diverse suppliers met with 38 AT&T prime suppliers
- 83% of the contacts awarded were to California based companies

AT&T Meet the Primes Matchmaker events provided a forum for qualified prospective diverse suppliers to meet with and discuss near-term opportunities with AT&T prime suppliers, and AT&T business leaders.



Recognition Programs

Supplier Diversity maintained the employee recognition and award program—*The U-Rock Award* which acknowledged employees who achieve new levels of supplier diversity engagement and support.

The U-Rock Award

The *U-Rock Award* was well received by employees throughout the year. This award focused particularly on supply chain employees and acknowledged those who achieved new levels of supplier diversity engagement and support. Award winners received a certificate of excellence from the Executive Director of Supplier Diversity. The 92 award winners were recognized for:

- Developing innovative ways to acquire new diverse suppliers
- Volunteering for outreach events
- Improving diversity spend results

The Harden Award

The Harden Award recognizes AT&T officers who drove significant progress in their organization's supplier diversity results. This award reinforces executive-level involvement—a critical component in driving exponential supplier diversity spending results. 43% of AT&T Executives were given the Harden award for achieving 21.5% or greater supplier diversity spending within their business unit.

Supplier Diversity Mentoring Programs

The following items demonstrate the various protégé and mentoring programs developed by AT&T that are designed to grow technical assistance and capacity building for small to medium California diverse businesses.

Operation Hand Salute—A Disabled Veteran Business Enterprise Protégé Program

Operation Hand Salute was launched in May 2010 and is a mentoring program for a select group of California Service Disabled Veteran Business Enterprise CEOs. The program was designed to help disabled veteran businesses develop the tools and expertise to win large corporate contracts.



AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

Operation Hand Salute matched participants with mentors and connected them with industry experts, community leaders and AT&T executives throughout their training. The program included classes and webinars that taught participants how to operate efficiently within a global supply chain; create effective marketing strategies; and incorporate cutting-edge technology to improve operations, remove defects and elevate customer satisfaction.

The mentees were provided TL 9000 certification training and audit completion – an internationally recognized quality system requirement for suppliers to telecommunications companies—and presented their business capabilities to Tim Harden, President AT&T Supply Chain and Fleet Operations.

Participants of the mentoring program graduated in May 2011, which marked the completion of the year-long program. During the graduation event Abram Wilson, Mayor of San Ramon, CA; and Karen Stepper, Mayor of Danville, CA, congratulated the five participants, who also received a congressional certificate from U.S. Representative Jerry McNerney, a member of the House Committee on Veterans' Affairs.

Additionally, two Operation Hand Salute mentees were awarded contracts in 2011 with AT&T totaling \$2.5 million while another mentee is under consideration by two AT&T prime suppliers for a Tier 2 contract opportunity.

Maximize Communication Group: Operation Hand Salute Mentee

"Maximize Communication Group secured a Tier 2 contract from an AT&T prime supplier. The net effect of this contract was the ability to grow our employee base by 23%, which equated to four new jobs in California. This opportunity also grew our business revenues by 40%"

---Ken Davis, Principle Maximize Communication Group

Operation Hand Salute also provided value and benefit to the mentors who participated in the program. The AT&T spend for three of the California suppliers who participated as mentors increased their AT&T spend on average 155% over 2010.

AT&T has been an active supporter of service disabled veteran businesses since 1993



AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

and collaborated with the Association for Service-Disabled Veterans (ASDV), to lead the private sector in championing the passage of the Disabled Veterans Business Act of 1999. AT&T is also a supporter and member of the National Veteran-Owned Business Association (NaVOBA), Elite Service Disabled Veteran-Owned Business (SDVOB) Network, the California DVBE Alliance and the Iraq and Afghanistan Veterans of America.

**AT&T Congratulates First Graduates from Mentoring Program
for Disabled-Veteran Business Enterprises**

AT&T program "Operation Hand Salute" mentors disabled-veteran business enterprises to help them compete for large-business contracts

Dallas, Texas, June 29, 2011

<http://www.att.com/gen/press-room?pid=20141&cdvn=news&newsarticleid=32085>

Technical Assistance and Capacity Building Programs

Throughout 2011, AT&T Global Supplier Diversity conducted technical assistance and capacity building forums and workshops. With the support of the CPUC, AT&T created a three tiered outreach effort that encompassed technical assistance and capacity building programs targeted to the California micro, small, and medium and certified diverse businesses. AT&T also reached out to existing large diverse suppliers to assist in mentoring opportunities with identified micro and small diverse businesses.

The technical assistance and capacity building programs assisted California businesses with refining their businesses plans, developing business strategies, establishing achievable targets and helping them compete more successfully for contracts.

Highlighted below is a summary of the Three Tiered Program, workshops, forums and sessions which were created and/or supported by the AT&T Global Supplier Diversity team.

Tier One: Technical Assistance for Micro and Small California Businesses

The Tier One program was targeted toward micro to small diverse businesses and was comprised of several forums and workshops, which offered education and business development through the California Small Business Development Center. A summary of the Tier One sessions are highlighted below:



California Technology Leadership Forum—What’s Your Wow?



The California Technology Leadership Forum was developed by Marianne Strobel, Executive Director AT&T Global Supplier Diversity. Ms. Strobel invited several technology companies based in

California to join forces and create a team to highlight opportunities. As a result, the team established a series of webinars for diverse businesses to learn about how to make a presentation, gain access to capital, and use of technology for their business.

The topics featured in the webinar, “What’s Your Wow”, included how to develop a business value statement, perfecting your businesses elevator pitch, and creating innovative presentations. This session reached over 100 micro and small business owners throughout California by using AT&T Connect webinar technology.

A California based woman and minority micro business, was provided with a \$15,000 contract to train the “What’s Your Wow” participants. The CEO gained visibility with the other members of the California Technology Leadership Forum and awareness of contract opportunities.

The AT&T & Small Business Development Center Technology Series

During the 3rd quarter, AT&T Supplier Diversity worked with the California Small Business Development Center to develop a one day business development training for micro and small California diverse business. The five city pilot—Rohnert Park, Eureka, Compton, Valencia, and Oakland was comprised of business planning, access to capital, marketing, and operations.

Communication about the series was sent to more than thirty California community based organizations focused on minority, women, and disabled veteran business development. All received emails, voicemails, and in some cases personal visits promoting the training. Collateral was also presented at the CPUC Advertising and Legal Summit workshops.



AT&T Global Supplier Diversity 2011 Annual Report & 2012 Annual Plan

The participation in four of cities was minimal; twenty-five diverse businesses participated in total. The issue was taking a small business owner away from their business for one day—especially in the midst of a tough economic environment.

The AT&T Supplier Diversity team collaborated with the SBDC and enhanced the one day training to assist businesses with infusing technology into their business enabling them to compete effectively in today's business environment. As a result, the AT&T Collaborative Economic Development Summit was created.

The AT&T Collaborative Economic Development Summit



This summit was sponsored by AT&T Global Supplier Diversity and the California Small Business Development Council—SBDC. It was held in Valencia, California and reached more than 200 small business owners. The event

provided information on how to use AT&T Cloud Computing to enhance on-line customer relationship management, data back-up and storage, document uploads, document management and marketing and sales programs. Additional topics offered small business owners insight on how to expand their operations via social media, successful tips on expanding internationally, and how to gain access to capital.

Drive your business into the fast lane

View the James Ketner presentation
given at the Black Economic Council
Power Up Technology Forum

<http://www.youtube.com/watch?v=d5N3xcDRRxI>



AT&T “Power Up” Technology Forum



In 2011, the “AT&T Power Up” forums were hosted in California and several other locations and reached more than 500 business owners.

Sessions were held at the Northern California MSDC, the Black Economic Council conference and a virtual session was created using AT&T Telepresence locations in San Ramon, Los Angeles, Atlanta, San Antonio and Dallas TX.

The mission of the AT&T *Power Up* Technology Forum was to:

- Educate diverse small businesses about technology solutions for business
- Provide examples of how to use technology to gain a competitive edge
- Demonstrate solutions/applications that save money, increase efficiency and customer satisfaction
- Raise awareness of AT&T resources
- Share access to capital options for acquiring technology solutions

Each session featured in-depth discussions about technology solutions for small businesses such as mobile applications—which provide anytime access to mobile workers, business applications and information. Topics included how to increase businesses competitiveness of a business using technology like AT&T Cloud Computing to bring value to customers, how technology can help a business reach new markets and financing options for small business—through AT&T Capital, Inc. AT&T’s leasing subsidiary.

Additionally, in Oct 2011, AT&T announced that AT&T Capital Services, Inc. was offering small businesses interest rates as low as 5.9 percent on equipment leases, well below bank loans, which are averaging nearly 10 percent. The company also committed to doubling its small business leasing capacity over the next 18 months and tripling capacity over the next three years, allowing more companies to deploy new technology solutions or upgrade existing ones.



AT&T Offers Leases to Small Business with 5.9 Percent Interest Rates, Well Below Industry Average
Washington, District of Columbia, October 12, 2011

<http://www.att.com/gen/press-room?pid=21670&cdvn=news&newsarticleid=33050&mapcode=enterprise|mk-small-business-basics>

Building Technology into Your Business Workshop

The *Building Technology into Your Business* workshop was sponsored by AT&T Global Supplier Diversity and was presented at the 2011 AT&T Matchmaker events hosted throughout the U.S.—reaching over eighty small to large business owners.

The workshop provided small business owners with the opportunity to learn about mobile applications designed for small business and how to integrate these applications into existing business processes to increase the business efficiency and productivity.

One-on-One Mentoring Meetings

Many one on one mentoring meetings were conducted by Supply Chain senior leadership and members of emerging technology business units. Tim Harden, President of AT&T Global Supply Chain, met with over twenty-five women, minority, and service disabled veteran businesses in 2011 to evaluate their businesses and provided strategic direction from an operational and financial perspective.

Ninety-five percent of these diverse businesses were classified as small or did not have a contract with AT&T. Subsequent meetings with these businesses included introduction to AT&T prime suppliers in the emerging areas of wireless construction, network services, call center support, and cloud services.

Tier Two: Technical Assistance for Small and Medium California Businesses

The Tier Two program, highlighted below, targeted small and medium business enterprises, and provided executive level scholarships to minority, women, and disabled-veteran-owned business enterprises.

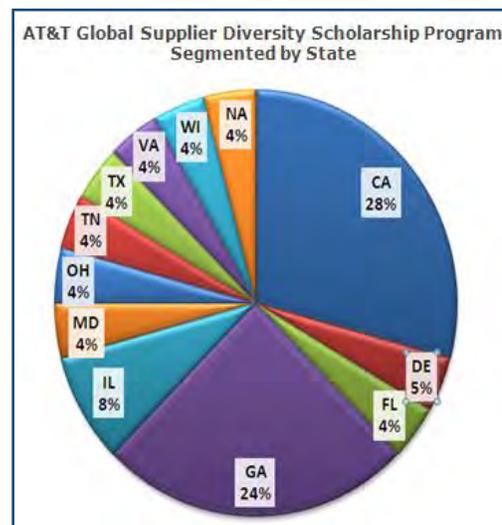


AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

AT&T Executive Scholarship Program

Working collaboratively with numerous diversity advocacy organizations, corporate forums and policy-makers, AT&T increases business opportunities for minority, women and disabled veteran businesses by providing corporate support, education, leadership and innovation.

The AT&T Executive Education program provided affordable access to high quality education and training for small and medium diversity companies. In 2011, AT&T awarded twenty-four scholarships nationally—seven of which were provided to California diverse suppliers. The chart listed below highlights scholarship participation by state.



The graduate-level executive management training programs assist diverse suppliers in their pursuit of operational excellence by including discussions and expert coaching on the following:

- Strategic thinking for long-term business growth
- Business plan building
- Using technology
- Maintaining a competitive edge
- Incorporating innovation into the business



AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

Below is a list of the 2011 Universities and programs that were a part of AT&T's executive education program

University	Program
UCLA	Management Development for Entrepreneurs Program
Northwestern University	Advance Management Education Program
Dartmouth College	Building a High Performing Minority Business and Growing a Minority Business to Scale (Advance)
Dartmouth College/WBENC	Tuck - WBENC Executive Program
University of Wisconsin	Minority Business Management Seminar
Georgia State University	The Fastrac Program
Texas A&M	The Entrepreneurship Boot-camp for Veterans with Disabilities
US Pan Asian American Chamber of Commerce Education Foundation	Business Express: Ready Set Grow

Tier Three: Business Development—Moving to the Next Spend Level

The Tier Three program targeted existing minority, women, and disabled-veteran-owned business enterprises and provided in-depth discussions, mentoring, business reviews and one-on-one meetings with senior supply chain leadership with a focus on how to move their business to the next spend level.

Diverse businesses were provided the opportunity to showcase their capabilities and submit for AT&T business in fleet services, wireless construction, distributed antenna systems, consumer marketing and call center support. Some of the diverse suppliers who participated were existing AT&T California suppliers: Amerit Services, Inc., Alorica and Premier Solutions, LLC.



Emerging Technology and Green Energy Program

AT&T provided \$15,000 contribution to the establishment of a new Advancement Technology & Management Institute (ATMI) led by Dr. Al Osborne of UCLA.

Other Technical Assistance Efforts

CA CPUC All Utilities Summit

AT&T collaborated with the California PUC to bring more than thirty California utility companies together for a workshop and planning session designed to share supplier diversity best practices and elevate the level of participation in the California PUC GO 156 goals and objectives. In November 2011, the CPUC All Utilities Summit was convened and emphasized the link between creating California jobs and supplier diversity. AT&T facilitated the All Utilities Summit break-out sessions which were designed to examine ways to enhance diverse businesses' technical assistance and capacity building, and strengthen supplier diversity outreach and programs.

The AT&T Prime Supplier Program

Since 1989, the AT&T Prime Supplier Program has been instrumental in helping our prime suppliers increase the utilization of minority, women and disabled-veteran owned businesses in their supply chain through subcontracting and value-added reseller arrangements. This program plays an important role to the success of AT&T Global Supplier Diversity by helping the AT&T California prime suppliers increase the utilization of minority, women and disabled-veteran owned businesses in our supply chain through subcontracting and value-added reseller arrangements.

The Prime Supplier Program has a dedicated supplier diversity manager who collaborates with our prime suppliers to set diversity goals, develop diversity plans, develop solutions for improvement and track and review results while managing process improvements for monthly reporting and annual compliance results for the program. As a result of these efforts the annual prime supplier diversity plans reflect an increased understanding of attainable goal setting, and portray innovative solutions designed to increase diversity results.



AT&T Global Supplier Diversity 2011 Annual Report & 2012 Annual Plan

The Prime Supplier Program launched a series of enhancements designed to increase efficiencies in the administration and processes of the program. These included:

- Automation of supplier notifications
- Processes for tracking prime supplier results from AT&T Meet the Primes Matchmaker events
- Contact tree for escalation for prime suppliers
- Modifications to the prime supplier portal

In 2011, the Prime Supplier Program accomplishments included:

- 2011 national tier two spend increased from \$1.6 billion to \$2.1 billion—a 31% increase over 2010 results
- Continued focus on prime suppliers
- Prime supplier training and one-on-one planning sessions
- The number of prime suppliers exceeding 21.5% diversity inclusion increased 34% over 2010

Technical Assistance and Capacity Building Funding

AT&T invested \$1.4 million supporting California Technical Assistance and Capacity Building efforts and supplier diversity initiatives. This amount includes funding for technical assistance and capacity building California efforts, scholarships awarded to certified diversity owned California businesses, and the AT&T supplier diversity staff support associated in supporting these programs. The amount does not include expenses incurred for AT&T sponsored national events.

Wireless and Mobility Development and Sourcing

Mobility continues to be a growth area for AT&T and our supplier diversity results in 2011, reflect this focus. The AT&T Mobility supplier diversity results were 21.4% of our total purchasing in California. This achievement represents \$706.9 million in diversity spend, an increase of 112% from 2010 results and .1 percent below the CPUC diversity target of 21.5%.



AT&T Global Supplier Diversity 2011 Annual Report & 2012 Annual Plan

AT&T continues to invest in building a wireless network that brings quick access to the content, applications and services our customers need. In 2011, AT&T Global Supplier Diversity led the initiatives, listed below, which proactively identified prospective suppliers in the emerging areas of wireless which are: mobile devices, cell-site construction and wireless network expansion.

AT&T Supplier Diversity 'Distributed Antenna Systems' (DAS) Day

The AT&T DAS Day was held on Sept. 14-15th 2011 in Irving Texas. The two-day event included vetted prospective DAS suppliers, identified by diversity council referrals, AT&T supply chain, AT&T supplier diversity, and AT&T prime suppliers.

About Distributed Antenna Systems & Wireless Growth

AT&T is deploying distributed antenna systems (DAS) in key venues across the U.S. DAS is a network of wireless antennas connected by a transport medium that provides wireless service within a geographic area or structure.

The AT&T DAS Day marked a new approach to proactively identifying prospective suppliers in emerging areas. The event featured senior executives as keynote speakers who provided information on the technical aspects of DAS and AT&T's list of requirements.

Below is the list of AT&T keynote speakers:

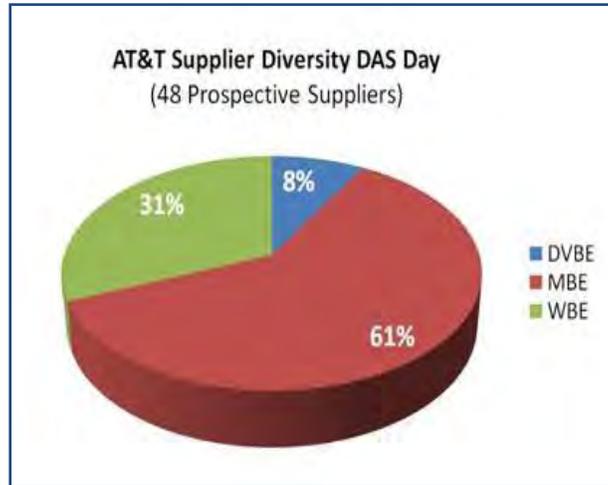
- Senior Vice President, AT&T Network Planning & Engineering
- Senior Vice President, AT&T Construction & Engineering
- Assistant Vice President, AT&T Construction & Engineering DAS—Antenna Solutions Group

DAS Day provided prospective suppliers access to twenty-four AT&T decision makers, as well as AT&T approved, original equipment manufacturers (OEMs), and prime suppliers in the DAS space.

The table and chart listed below provide AT&T DAS Day attendance metrics and highlight prospective supplier diversity segmentation for the DAS Day event.



AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan



AT&T Supplier Diversity DAS Day Supplier Participation			
Supplier Participation	CA Presence	Outside CA	Total
Prospective Suppliers	12	36	48

Following the DAS Day event, the AT&T supplier diversity team and the DAS team worked with the prospective suppliers to provide feedback on qualifications and identify approved suppliers. Sixteen diverse suppliers have been approved for DAS installation work which will be deployed in the Northeast, Southeast and Southwest regions in Feb. 2012 and in the West and Midwest regions starting March 2012. Three of the approved diverse suppliers are California based businesses.

The AT&T Wireless Cell Site Construction Initiative

Wireless cell site construction continues to be a focus for the AT&T Global Supplier Diversity team. As AT&T continues to invest in enhancing its wireless network by deploying 4G LTE (Long Term Evolution) throughout twenty-six markets including major cities and counties throughout California—San Francisco, Los Angeles, San Diego, San Jose and Oakland, the supplier diversity team has worked to ensure qualified diverse suppliers were positioned with prime suppliers and integrated into the supplier selection.

Wireless Cell Cite Construction Efforts Included:

- Establishing a referral process to recommend qualified wireless cell site construction suppliers to AT&T prime suppliers operating in this space



AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

- Conducted monthly coaching and mentoring meetings with prime suppliers to review the qualified supplier list, discuss opportunities and evaluate results.

These efforts resulted in a 52% increase over 2010 in tier 2 diversity spend for the wireless cell site construction prime suppliers participating in this initiative.

Additionally, in an effort to accelerate the on-board process, many prime suppliers assigned a dedicated manager to review tier 2 diverse supplier referrals

Mobility Customer Care/Call Center

As mobility sales increased in 2011, so did the need for sales and customer care. Through a request for proposal (RFP) process, in July, two California based MBE companies were awarded contracts estimated over \$12M. The two businesses demonstrated their technical service approach to AT&T consumer and small business customers.



Supplier Diversity Awards and Recognition

In 2011, AT&T's tradition as a supplier diversity leadership was recognized by a number of organizations. Some of our 2011 awards and recognitions include:

2011 AT&T CA Awards	
2011 Game Changer Award for Outstanding Commitment	Black Economic Council – California Supplier Diversity Development (2011)
2011 Corp. of the Year	US Pan Asian American Chamber of Commerce USPAACC Western Region (2011)
Corporation of the Year	San Diego Minority Supplier Development Council (2011)
Award for Achieving the Latino Supplier Diversity Goal of 14.7%	Latino Business Chamber of Greater Los Angeles (2011) For achieving the Latino Supplier Diversity Goal of 14.7%
AT&T Awarded A for Diversity Spend in CA	Greenlining Institute 2010 California Report Card to CPUC
Achieving CA diversity spend goals	Latino Business Chamber Los Angeles, CA (2011)
MBE Choice Award	Northern California Supplier Development Council (2011) Awarded to a Corporate Member that has demonstrated commitment to minority business enterprises through aggressive programs and the perpetuation of procurement opportunities. The winner of this award is chosen by the MBE community
Executive of the Year – Marianne Strobel	Northern California National Minority Supplier Development Council (2011)
2011 Done Deals Award	ASTRA: AT&T Supplier Diversity was honored for integrating WBEs into the supply chain
2011 Corporate Champions of Diversity Award	New Connections: Ken McNeely, President of AT&T California was recognized for leadership and support of the M/W/DVBE businesses



AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

2011 National Awards	
Top 10 Companies for Supplier Diversity: AT&T Ranked #2	DiversityInc (2011)
America's Top Corporations for Women's Bus. Enterprises	WBENC (2011)
Top 50 Organizations for Multicultural Business Opportunities	DiversityBusiness.com (2011) AT&T Ranked No. 2 in Diversitybusiness.com Top 50 List
DiversityPlus' 2011 Women in Power Impacting Diversity	DiversityPlus 2011 Women in Power Impacting Diversity
AT&T ranked #2	Hispanic Business Supplier Diversity Leaders (2011) AT&T ranks #2 Hispanic Business Supplier Diversity out of 25 Leaders
Top Military Friendly Employer	GI Jobs Magazine: This marks the 7 th time AT&T has been included in the Top 100 Military Friendly Employers list
27th SCMBDC Annual Leadership Awards Gala in LA	Southern CA Minority Business Development Council (SCMBDC)) honored Ken McNeely, President, AT&T California, with the Supplier Diversity Excellence Award
Leader of the Year—Marianne Strobel, Executive Director AT&T Global Supplier Diversity	NMSDC National Minority Supplier Development Council (2011)

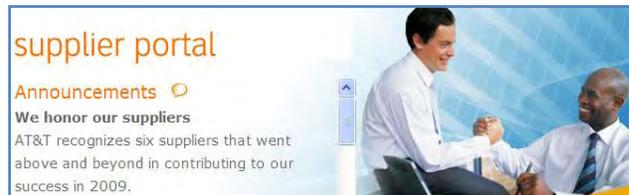


AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

AT&T Global Supplier Diversity—Resources and Links



www.attsupplierdiversity.com



www.attsuppliers.com



<http://www.att.com/gen/corporate-citizenship?pid=17206>



<http://www.att.com/gen/corporate-citizenship?pid=12307>



<http://www.att.com/gen/press-room?pid=2949>]



<http://www.att.com/edo/>



AT&T Supplier Diversity

California Leadership Team



Timothy S. Harden, President Supply Chain & Fleet Operations



Tim Harden is responsible for all related global functions, including strategic sourcing, purchasing, supplier quality, supplier diversity programs, supply chain logistics and distribution, and fleet management. His responsibilities cover all aspects of AT&T's business including wireless, IP-based communications, High Speed Internet, local and long distance, voice, directory publishing, marketing and advertising services.

Prior to his new assignment, Harden was president and CEO of AT&T West where he oversaw nearly 40,000 employees who delivered traditional, IP and video services to the company's California and Nevada customers.

Previously Harden served as President of network services for AT&T Southwest; responsible for all installation, repair, construction and maintenance of the company's network infrastructure in Arkansas, Missouri, Oklahoma, and Texas. Under his leadership, AT&T deployed a new IP network in the Southwest—the technology platform underlying AT&T U-Verse.

Harden is active in organizations that promote economic development, educational and youth activities. He is Voice Chairman on the QuEST Forum Executive Board, and is a member of World/Supply Chain 50 Fortune 500 Procurement professionals from around the world. He is also a member of the Bay Area Council Executive Committee and was Co-Chair of the Southern California Leadership Council. Harden also served on the board of trustees for the San Francisco Museum of Modern Art, the board of directors for the Mt. Diablo Silverado Council of the Boy Scouts of America, the board of directors for Special Olympics Northern California, and the national advisory board of the AT&T Veterans Organization. Harden is also on the Board of Directors of the San Antonio Bowl Association and a member of the CAPS Research Board of Trustees.

A native of California, Harden and his wife, Laurie, have four grown children and currently reside in Texas.

Timothy S. Harden, President AT&T Supply Chain & Fleet Operations Bio

http://www.att.com/Common/about_us/files/pdf/diversity/TimothyHarden.pdf



AT&T Global Supplier Diversity 2011 Annual Report & 2012 Annual Plan

Marianne Strobel, Executive Director, AT&T Supplier Diversity



Ms. Strobel has established herself as a dynamic supplier diversity advocate and change-agent who has increased diversity in the supply chain of AT&T and its prime suppliers. Through her work, it is apparent that supplier diversity is not only her job and responsibility, but also a personal passion. Ms. Strobel took one of the country's leading supplier diversity initiatives and took it to the next level.

Ms Strobel has a proven track record of building successful programs via her dynamic leadership style and her strategic insight into global business. Her enthusiasm and ability to recognize new opportunities, embrace change and innovation has inspired new approaches to expanding AT&T's Supplier Diversity.

Strobel has 20 years experience in the telecommunications industry; in 1998, she joined Pacific Bell Internet as a sales director managing teams in Internet, Equipment and Managed Solutions eventually being promoted to executive director of Marketing for Small Business. Her marketing programs supported a wide spectrum of divisions from direct to indirect sales teams, call centers, and on-line distribution channels.

Ms. Strobel's passion continues with her position as executive director of AT&T Global Supplier Diversity. Cognizant of AT&T's rich history of diverse suppliers, Strobel moved the team in a new direction by growing the diverse supply channel into "next-generation" supply chain solutions. Key responsibilities include creating new supplier diversity spend categories which incorporate emerging technologies such as wireless applications, cloud computing, managed services, entertainment and broadband services.

Quickly launching a variety of new initiatives, Strobel mobilized Operation Hand Salute an AT&T initiative that mentors Service Disabled Veteran Businesses. The program is designed to help disabled veteran businesses develop the tools and expertise to win large corporate contracts.

Ms. Strobel represents AT&T on the Women's Business Enterprise National Council (WBENC) Board of Directors. She also supports AT&T's internal employee resource group, the Women of AT&T, where she mentors a group of employees in career development.

Raised in Northern California, Strobel holds a Bachelors of Science in Business Administration from San Francisco State University and a Masters of Business Administration from Saint Mary's College. She currently resides in San Ramon, CA with her husband Bill and three children.

Marianne G. Strobel, Executive Director, AT&T Global Supplier Diversity Bio
http://www.att.com/Common/about_us/files/pdf/diversity/marianne_strobel_bio.pdf



9.1.10 Summary of Purchases

The WBE, MBE, DVBE summary of purchases in the product and service categories of wireless communications are depicted in the AT&T Mobility table shown on page 51, in section 9.1.2 Summary of Purchases.

The WBE, MBE, DVBE summary of purchases in the product and service categories of broadband are depicted in the AT&T Advanced Solutions table shown on page 53, in section 9.1.2 Summary of Purchases.



9.1.2 Summary of Purchases



AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

AT&T California:
2011 MBE, WBE, DVBE Direct and Sub Spend

AT&T California					
AT&T Global Supplier Diversity M/W/DVBE 2011 Results by Ethnicity & Gender					
2011 GO 156					
		Direct	Sub	Total \$	Total %
Minority Men	Asian Pacific American	\$46,020,124	\$39,086,381	\$85,106,505	3.58%
	African American	\$58,247,995	\$50,330,873	\$108,578,868	4.57%
	Hispanic American	\$176,666,334	\$77,682,065	\$254,348,399	10.70%
	Native American	\$1,330,150	\$12,641,550	\$13,971,700	0.59%
	Multi-Ethnic American	\$0	\$57,083,148	\$57,083,148	2.40%
	Total Minority Men	\$282,264,603	\$236,824,017	\$519,088,620	21.83%
Minority Women	Asian Pacific American	\$13,886,997	\$11,969,847	\$25,856,844	1.09%
	African American	\$6,362,042	\$11,485,492	\$17,847,534	0.75%
	Hispanic American	\$68,539,344	\$12,392,376	\$80,931,720	3.40%
	Native American	\$1,206,617	\$1,006,681	\$2,213,298	0.09%
	Multi-Ethnic American	\$36,482	\$5,217,907	\$5,254,389	0.22%
	Total Minority Women	\$90,031,482	\$42,072,303	\$132,103,785	5.56%
Total Minority Business Enterprise--MBE		\$372,296,085	\$278,896,320	\$651,192,405	27.38%
Women Business Enterprise--WBE		\$188,195,876	\$92,119,331	\$280,315,207	11.79%
Subtotal MBE & WBE		\$560,491,961	\$371,015,651	\$931,507,612	39.17%
Disabled Veteran Business Enterprise-DVBE		\$112,742,816	\$4,199,501	\$116,942,317	4.92%
Total MBE, WBE, DVBE		\$673,234,777	\$375,215,152	\$1,048,449,929	44.09%
Gross Procurement				\$2,377,918,605	
Exclusions				\$0	
Net Procurement				\$2,377,918,605	
Total Product/Service Procurement				\$2,377,918,605	

2011	Number of Direct Spend Diverse Suppliers for AT&T California			
# of M/W/DVBEs	DVBE	MBE	WBE	Grand Total
Grand Total	8	152	103	263
2011	Payment (\$M) to Direct Suppliers for AT&T California			
M/W/DVBE \$M	DVBE	MBE	WBE	Grand Total
Grand Total	\$116.94	\$651.19	\$280.32	\$1,048.45

Information regarding the number of W/M/DVBE suppliers who have the majority of their workforce working in California is not readily available to AT&T. The joint utilities will work with the California Clearinghouse to determine the path forward on how to capture this data.



AT&T Global Supplier Diversity 2011 Annual Report & 2012 Annual Plan

2011 AT&T California		ASIAN-PACIFIC		BLACK		HISPANIC		NATIVE AMERICAN		MULTI-ETHNIC		TOTAL MEN	TOTAL WOMEN	TOTAL MBE	TOTAL WBE	SUBTOTAL M/WBE	TOTAL DVBE	TOTAL MWIDVBE	TOTAL COMPANY
Product/Service Descriptions (See Product Detail by SIC Category)		MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	Minority Business Enterprises	Minority Business Enterprises	Minority Business Enterprises	Women Business Enterprises	Minority Women Business Enterprises	Disabled Veteran Business Enterprises	Minority Women/Disabled Veteran Business Enterprises	PURCHASES
SIC 15 Building Construction General Contractors And Operative Builders	\$	\$4,286,422	\$1,216,986	\$5,317,607	\$4,172,872	\$9,102,460	\$25,532,875	\$932,879	\$149,811	\$441,822	\$347,943	\$20,080,990	\$31,420,488	\$51,501,478	\$18,506,552	\$70,008,030	\$23,072,694	\$93,080,725	\$190,885,339
	%	2.25%	0.64%	2.79%	2.19%	4.77%	13.38%	0.49%	0.08%	0.23%	0.18%	10.52%	16.46%	26.98%	9.70%	36.68%	12.09%	48.77%	100.00%
SIC 17 Construction Special Trade Contractors	\$	\$1,581,290	\$889,560	\$1,080,042	\$0	\$7,355,612	\$2,702,100	\$189,317	\$43,591	\$806,127	\$345,072	\$10,992,388	\$3,960,324	\$14,952,711	\$24,399,537	\$39,352,248	\$3,689,965	\$43,042,233	\$139,871,443
	%	1.12%	0.62%	0.77%	0.00%	5.26%	1.93%	0.14%	0.03%	0.58%	0.25%	7.98%	2.83%	10.69%	17.44%	28.13%	2.64%	30.77%	100.00%
SIC 35 Industrial And Commercial Machinery And Computer Equipment	\$	\$9,507,043	\$4,926,233	\$13,963,049	\$0	\$1,755,531	\$80,113	\$8,851	\$5,166	\$17,325,741	\$416,206	\$42,560,214	\$5,427,810	\$47,988,025	\$41,839,477	\$89,827,502	\$483,164	\$90,310,666	\$541,659,659
	%	7.76%	0.91%	2.58%	0.00%	0.32%	0.01%	0.00%	0.00%	3.20%	0.08%	7.98%	1.00%	8.88%	7.72%	16.58%	0.09%	16.67%	100.00%
SIC 36 Electronic & Other Electrical Equipment/Components, Except Computer Equip	\$	\$46,220,176	\$4,562,823	\$54,814,550	\$15,162	\$153,214,281	\$10,682,549	\$5,503,052	\$1,431,709	\$35,397,472	\$3,121,590	\$295,149,530	\$19,713,833	\$314,863,363	\$140,850,191	\$455,713,554	\$36,057,682	\$491,771,236	\$1,026,735,610
	%	4.50%	0.44%	5.34%	0.00%	14.92%	1.03%	0.54%	0.14%	3.45%	0.30%	28.75%	1.92%	30.67%	13.72%	44.38%	3.51%	47.90%	100.00%
SIC 47 Transportation Services	\$	\$6,602	\$3,806	\$152,564	\$1,062,468	\$483,565	\$110,108	\$27,839	\$300,319	\$38,021	\$0	\$706,591	\$1,496,701	\$2,205,292	\$1,823,139	\$4,028,431	\$74,930	\$4,103,361	\$27,680,362
	%	0.02%	0.01%	0.55%	3.91%	1.75%	0.40%	0.10%	1.08%	0.14%	0.00%	2.56%	5.41%	7.97%	6.59%	14.55%	0.27%	14.82%	100.00%
SIC 50 Wholesale Trade-durable Goods	\$	\$557,791	\$15,207	\$6,439,724	\$1,447,370	\$3,157	\$22	\$156	\$0	\$936	\$7,000,830	\$1,463,236	\$8,464,064	\$228,848	\$8,692,913	\$295	\$8,693,178	\$13,015,117	\$103,015,117
	%	4.29%	0.12%	49.48%	11.12%	0.02%	0.00%	0.00%	0.00%	0.00%	53.79%	11.24%	65.03%	1.76%	66.79%	0.00%	66.79%	100.00%	
SIC 51 Wholesale Trade-non-durable Goods	\$	\$366,510	\$0	\$524,185	\$151,852	\$0	\$0	\$0	\$0	\$0	\$0	\$880,695	\$151,852	\$1,032,546	\$0	\$1,032,546	\$4,238	\$1,036,784	\$4,587,473
	%	7.77%	0.00%	11.43%	3.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	19.20%	3.31%	22.51%	0.00%	22.51%	0.09%	22.60%	100.00%
SIC 55 Automotive Dealers And Gasoline Service Stations	\$	\$111,509	\$35,934	\$11,137	\$4,532,757	\$23,428,420	\$29,563,722	\$637	\$0	\$87,335	\$23,551,703	\$34,219,747	\$57,771,450	\$652,686	\$58,424,136	\$52,286,518	\$110,712,654	\$99,539,959	\$1,000,000
	%	0.11%	0.04%	0.01%	4.56%	23.54%	29.70%	0.00%	0.00%	0.09%	23.69%	34.38%	56.04%	0.66%	58.69%	62.53%	111.22%	100.00%	
SIC 73 Business Services	\$	\$20,747,844	\$14,223,309	\$24,407,497	\$6,445,053	\$59,005,380	\$12,359,530	\$7,308,963	\$282,702	\$3,074,165	\$935,514	\$114,543,929	\$34,246,108	\$148,790,037	\$47,342,069	\$196,132,106	\$1,270,841	\$197,402,946	\$286,471,208
	%	7.19%	4.93%	8.46%	2.23%	20.45%	4.26%	2.53%	0.10%	1.07%	0.32%	39.71%	11.87%	51.58%	16.41%	67.99%	0.44%	68.43%	100.00%
SIC 81 Legal	\$	\$642,214	\$0	\$1,868,515	\$0	\$14	\$0	\$4	\$0	\$0	\$0	\$2,510,747	\$0	\$2,510,747	\$4,672,709	\$7,183,455	\$0	\$7,183,455	\$44,727,140
	%	1.44%	0.00%	4.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.61%	0.00%	5.61%	10.45%	16.06%	0.00%	16.06%	100.00%
SIC 87 Engineering, Accounting, Research, Management, And Related Services	\$	\$1,109,004	\$2,988	\$0	\$0	\$0	\$701	\$0	\$0	\$0	\$0	\$1,109,004	\$3,687	\$1,112,691	\$0	\$1,112,691	\$0	\$0	\$765,295
	%	144.91%	0.39%	0.00%	0.00%	0.00%	0.09%	0.00%	0.00%	0.00%	0.00%	144.91%	0.48%	145.39%	0.00%	145.39%	0.00%	0.00%	100.00%
GROSS PRODUCTS/SERVICES PROCUREMENT	\$	\$85,106,505	\$25,856,844	\$108,578,868	\$17,847,534	\$254,348,399	\$80,931,720	\$13,971,700	\$2,213,288	\$57,083,148	\$5,254,389	\$519,088,620	\$132,103,786	\$651,192,405	\$280,315,207	\$931,507,612	\$116,842,517	\$1,048,449,929	\$2,377,918,605
	%	3.68%	1.08%	4.67%	0.75%	10.70%	3.40%	0.59%	0.09%	2.40%	0.22%	21.83%	5.56%	27.38%	11.78%	38.17%	4.82%	44.09%	100.00%



AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

AT&T Communications of California, Inc.
2011 MBE, WBE, DVBE Direct and Sub Spend

AT&T Communications of California, Inc.					
AT&T Global Supplier Diversity M/W/DVBE 2011 Results by Ethnicity & Gender					
2011 GO 156					
		Direct	Sub	Total \$	Total %
Minority Men	Asian Pacific American	\$13,533,032	\$3,645,837	\$17,178,869	3.57%
	African American	\$33,196,033	\$4,694,683	\$37,890,716	7.88%
	Hispanic American	\$8,612,071	\$7,245,903	\$15,857,974	3.30%
	Native American	\$429,303	\$1,179,158	\$1,608,461	0.33%
	Multi-Ethnic American	\$0	\$5,324,510	\$5,324,510	1.11%
	Total Minority Men	\$55,770,439	\$22,090,091	\$77,860,531	16.19%
Minority Women	Asian Pacific American	\$3,522,711	\$1,116,504	\$4,639,215	0.96%
	African American	\$1,047,439	\$1,071,325	\$2,118,764	0.44%
	Hispanic American	\$6,067,953	\$1,155,916	\$7,223,869	1.50%
	Native American	\$5,656	\$93,900	\$99,556	0.02%
	Multi-Ethnic American	\$0	\$486,708	\$486,708	0.10%
	Total Minority Women	\$10,643,759	\$3,924,353	\$14,568,112	3.03%
Total Minority Business Enterprise--MBE		\$66,414,199	\$26,014,444	\$92,428,643	19.22%
Women Business Enterprise--WBE		\$11,923,723	\$8,592,559	\$20,516,283	4.27%
Subtotal MBE & WBE		\$78,337,922	\$34,607,004	\$112,944,925	23.49%
Disabled Veteran Business Enterprise-DVBE		\$0	\$391,714	\$391,714	0.08%
Total MBE, WBE, DVBE		\$78,337,922	\$34,998,718	\$113,336,640	23.57%
Gross Procurement				\$480,895,531	
Exclusions				\$0	
Net Procurement				\$480,895,531	
Total Product/Service Procurement				\$480,895,531	

2011	Number of Direct Spend Diverse Suppliers for AT&T Communications of California, Inc.				
	Grand Total	DVBE	MBE	WBE	Grand Total
# M/W/DVBEs					
Grand Total	231	7	133	91	231
2011	Payment (\$M) to Direct Suppliers for AT&T Communications of California, Inc.				
	Grand Total	DVBE	MBE	WBE	Grand Total
M/W/DVBE \$M					
Grand Total	\$28,566.42	\$0.39	\$92.43	\$20.52	\$113.34
Information regarding the number of W/M/DVBE suppliers who have the majority of their workforce working in California is not readily available to AT&T. The joint utilities will work with the California Clearinghouse to determine the path forward on how to capture this data.					



AT&T Global Supplier Diversity 2011 Annual Report & 2012 Annual Plan

2011 AT&T Communications of California, Inc		ASIAN-PACIFIC		BLACK		HISPANIC		NATIVE AMERICAN		MULTI-ETHNIC		TOTAL MEN	TOTAL WOMEN	TOTAL MBE	TOTAL WBE	SUBTOTAL M/WBE	TOTAL DVBE	TOTAL M/W/DVBE	TOTAL COMPANY
Product/Service Descriptions (See Product Detail by SIC Category)		MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	Minority Business Enterprise	Minority Business Enterprise	Minority Business Enterprise	Women Business Enterprise	Minority/ Woman Business Enterprise	Disabled/ Veteran Business Enterprise	Minority/ Woman/ Disabled/ Veteran Business Enterprise	PURCHASES
SIC 16: Building Construction General Contractors And Operative Builders	\$	\$189,902	\$108,973	\$453,905	\$389,132	\$296,344	\$316,829	\$37,127	\$13,974	\$41,193	\$31,127	\$1,018,371	\$859,936	\$1,878,307	\$3,103,842	\$4,992,149	\$66,294	\$5,048,443	\$31,247,887
%		0.81%	0.35%	1.45%	1.25%	0.95%	1.01%	0.12%	0.04%	0.13%	0.10%	3.26%	2.75%	6.01%	9.93%	15.94%	0.21%	16.16%	100.00%
SIC 17: Construction Special Trade Contractors	\$	\$119,919	\$5,262	\$213,006	\$0	\$251,981	\$132,236	\$17,659	\$4,066	\$75,193	\$37,831	\$677,757	\$179,396	\$857,153	\$1,376,088	\$2,233,241	\$89,062	\$2,322,303	\$27,842,799
%		0.43%	0.02%	0.77%	0.00%	0.91%	0.47%	0.06%	0.01%	0.27%	0.14%	2.43%	0.64%	3.08%	4.94%	8.02%	0.32%	8.34%	100.00%
SIC 35: Industrial And Commercial Machinery And Computer Equipment	\$	\$1,045,817	\$1,385,499	\$1,865,410	\$0	\$256,657	\$9,825	\$1,578	\$482	\$1,616,083	\$38,834	\$4,785,545	\$1,434,639	\$6,220,185	\$5,941,827	\$12,162,011	\$45,068	\$12,207,079	\$68,080,355
%		1.54%	2.04%	2.74%	0.00%	0.38%	0.01%	0.00%	0.00%	2.37%	0.06%	7.03%	2.11%	9.14%	8.73%	17.86%	0.07%	17.93%	100.00%
SIC 36: Electronic & Other Electrical Equipment/Components, Except Computer Equip.	\$	\$12,039,391	\$680,044	\$31,159,252	\$7,382	\$7,972,946	\$607,752	\$854,852	\$31,170	\$3,301,748	\$291,171	\$55,327,790	\$1,617,546	\$56,945,338	\$4,419,898	\$61,365,236	\$165,605	\$61,530,843	\$214,654,759
%		5.61%	0.32%	14.52%	0.00%	3.72%	0.28%	0.40%	0.01%	1.54%	0.14%	25.78%	0.75%	29.53%	2.08%	28.59%	0.08%	28.67%	100.00%
SIC 47: Transportation Services	\$	\$24,409	\$417	\$70,407	\$100,971	\$72,254	\$6,970	\$15,216	\$27,724	\$3,547	\$0	\$186,833	\$136,083	\$321,916	\$188,561	\$510,477	\$234	\$510,711	\$4,006,640
%		0.61%	0.01%	1.76%	2.52%	1.80%	0.17%	0.38%	0.69%	0.09%	0.00%	4.64%	3.40%	8.03%	4.71%	12.74%	0.01%	12.75%	100.00%
SIC 50: Wholesale Trade-durable Goods	\$	\$79,604	\$0	\$933,669	\$135,005	\$459	\$3	\$23	\$0	\$59	\$1,013,776	\$135,068	\$1,148,843	\$32,546	\$1,181,390	\$0	\$1,181,390	\$0	\$2,151,696
%		3.70%	0.00%	43.39%	6.27%	0.02%	0.00%	0.00%	0.00%	0.00%	47.12%	6.28%	53.39%	1.51%	54.91%	0.00%	54.91%	0.00%	100.00%
SIC 51: Wholesale Trade-non-durable Goods	\$	\$51,801	\$0	\$49,500	\$14,164	\$0	\$0	\$0	\$0	\$0	\$0	\$101,302	\$14,173	\$115,475	\$0	\$115,475	\$0	\$115,475	\$501,608
%		10.33%	0.00%	3.87%	2.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.20%	2.83%	23.02%	0.00%	23.02%	0.00%	23.02%	100.00%
SIC 55: Automotive Dealers And Gasoline Service Stations	\$	\$8,400	\$4,275	\$1,458	\$422,789	\$101,481	\$4,295,816	\$59	\$0	\$9,145	\$109,395	\$4,731,037	\$4,840,435	\$62,863	\$4,903,299	\$774	\$4,904,073	\$0	\$7,554,241
%		0.08%	0.06%	0.02%	5.57%	1.34%	56.57%	0.00%	0.00%	0.00%	0.11%	1.44%	62.30%	63.74%	0.93%	64.57%	0.01%	64.58%	100.00%
SIC 73: Business Services	\$	\$3,545,538	\$2,454,411	\$3,113,447	\$1,049,310	\$6,900,491	\$1,854,307	\$681,947	\$22,140	\$286,747	\$85,188	\$14,528,171	\$5,465,354	\$19,993,524	\$5,275,865	\$25,269,389	\$24,677	\$25,294,067	\$118,403,276
%		2.96%	2.07%	2.63%	0.89%	5.83%	1.57%	0.56%	0.02%	0.24%	0.07%	12.27%	4.62%	16.89%	4.46%	21.34%	0.02%	21.36%	100.00%
SIC 81: Legal	\$	\$75,529	\$0	\$30,641	\$0	\$5,681	\$0	\$0	\$0	\$5,656	\$111,830	\$5,656	\$117,487	\$114,789	\$232,276	\$0	\$232,276	\$0	\$6,444,989
%		1.17%	0.00%	0.48%	0.00%	0.09%	0.00%	0.00%	0.00%	0.09%	1.74%	0.09%	1.82%	1.78%	3.60%	0.00%	3.60%	0.00%	100.00%
SIC 87: Engineering, Accounting, Research, Management, And Related Services	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$17,290
%		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%	100.00%
GROSS PRODUCTS/SERVICES PROCUREMENT	\$	\$17,178,111	\$4,638,781	\$37,890,716	\$2,118,764	\$15,857,974	\$7,223,767	\$1,008,461	\$99,556	\$5,324,510	\$498,020	\$77,859,773	\$14,578,989	\$92,438,662	\$20,516,283	\$112,954,944	\$391,714	\$113,346,659	\$480,895,531
%		3.57%	0.96%	7.86%	0.44%	3.30%	1.50%	0.33%	0.02%	1.11%	0.10%	16.19%	3.03%	19.22%	4.27%	23.49%	0.08%	23.57%	100.00%



AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

AT&T Mobility
2011 MBE, WBE, DVBE Direct and Sub Spend

AT&T Mobility					
AT&T Global Supplier Diversity M/W/DVBE 2011 Results by Ethnicity & Gender					
2011 GO156					
		Direct	SubK	Total \$	Total %
Minority Men	Asian Pacific American	\$38,666,044	\$1,037,277	\$39,703,321	1.20%
	African American	\$63,079,317	\$1,335,684	\$64,415,000	1.95%
	Hispanic American	\$425,414,920	\$2,061,531	\$427,476,452	12.93%
	Native American	\$1,944	\$335,482	\$337,427	0.01%
	Multi-Ethnic American	\$1,808,941	\$1,514,876	\$3,323,817	0.10%
	Total Minority Men		\$528,971,166	\$6,284,850	\$535,256,016
Minority Women	Asian Pacific American	\$3,682,145	\$317,657	\$3,999,801	0.12%
	African American	\$5,345,040	\$304,803	\$5,649,843	0.17%
	Hispanic American	\$9,140,132	\$328,870	\$9,469,001	0.29%
	Native American	\$13	\$26,715	\$26,729	0.00%
	Multi-Ethnic American	\$0	\$138,473	\$138,473	0.00%
	Total Minority Women		\$18,167,330	\$1,116,517	\$19,283,847
Total Minority Business Enterprise--MBE		\$547,138,496	\$7,401,367	\$554,539,864	16.77%
Women Business Enterprise--WBE		\$146,914,189	\$2,444,668	\$149,358,858	4.52%
Subtotal MBE & WBE		\$694,052,686	\$9,846,036	\$703,898,721	21.29%
Disabled Veteran Business Enterprise--DVBE		\$3,318,183	\$111,447	\$3,429,630	0.1037%
Total MBE, WBE, DVBE		\$697,370,869	\$9,957,482	\$707,328,351	21.39%
Gross Procurement				\$3,306,923,388	
Exclusions				\$0	
Net Procurement				\$3,306,923,388	
Total Product/Service Procurement				\$3,306,923,388	

2011	Number of Direct Spend Diverse Suppliers for AT&T Mobility			
	DVBE	MBE	WBE	Grand Total
# MWDVBEs				
Grand Total	6	132	86	224
2011	Payment (\$M) to Direct Suppliers for AT&T Mobility			
	DVBE	MBE	WBE	Grand Total
MWDVBE \$M				
Grand Total	\$3.43	\$554.54	\$149.36	\$707.33

Information regarding the number of W/M/DVBE suppliers who have the majority of their workforce working in California is not readily available to AT&T. The joint utilities will work with the California Clearinghouse to determine the path forward on how to capture this data.



AT&T Global Supplier Diversity 2011 Annual Report & 2012 Annual Plan

2011 AT&T Mobility		ASIAN-PACIFIC		BLACK		HISPANIC		NATIVE AMERICAN		MULTI-ETHNIC		TOTAL MEN	TOTAL WOMEN	TOTAL MBE	TOTAL WBE	SUBTOTAL M/WBE	TOTAL DVBE	TOTAL M/W/DVBE	TOTAL COMPANY
Product/Service Descriptions (See Product Detail by SIC Category)		MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	Minority Business Enterprise	Minority Business Enterprise	Minority Business Enterprise	Women Business Enterprise	Minority/Women Business Enterprises	Disabled Veteran Business Enterprises	Minority/Women/Disabled Veteran Business Enterprises	PURCHASES
SIC 15. Building Construction General Contractors And Operative Builders	\$	\$48,050	\$31,442	\$1,193,272	\$113,278	\$683,970	\$1,935,020	\$10,563	\$3,976	\$11,720	\$8,858	\$1,927,575	\$2,092,589	\$4,020,144	\$3,742,911	\$7,763,055	\$117,894	\$7,880,949	\$34,632,009
	%	0.14%	0.06%	3.45%	0.33%	1.92%	5.59%	0.03%	0.01%	0.03%	0.03%	5.57%	6.04%	11.61%	10.81%	22.42%	0.34%	22.76%	100.00%
SIC 17. Construction Special Trade Contractors	\$	\$28,351	\$1,320	\$22,581	\$0	\$106,115,658	\$37,822	\$5,024	\$1,157	\$27,219	\$9,158	\$106,196,834	\$49,257	\$106,248,090	\$4,232,159	\$110,470,250	\$25,339	\$110,495,589	\$270,782,344
	%	0.01%	0.00%	0.01%	0.00%	39.19%	0.01%	0.00%	0.00%	0.01%	0.00%	39.22%	0.02%	39.24%	1.56%	40.80%	0.01%	40.81%	100.00%
SIC 35. Industrial And Commercial Machinery And Computer Equipment	\$	\$1,002,789	\$788,844	\$566,212	\$0	\$1,046,439	\$296,448	\$1,467	\$137	\$459,792	\$11,048	\$3,076,696	\$1,076,475	\$4,153,172	\$6,572,311	\$10,725,483	\$12,822	\$10,738,306	\$96,958,253
	%	1.01%	0.78%	0.57%	0.00%	1.06%	0.30%	0.00%	0.00%	0.48%	0.01%	3.11%	1.06%	4.20%	6.64%	10.84%	0.01%	10.85%	100.00%
SIC 36. Electronic & Other Electrical Equipment/Components, Except Computer Equip	\$	\$17,892,917	\$833,137	\$58,287,397	\$1,557,537	\$311,122,330	\$937,420	\$125,882	\$7,296	\$2,296,309	\$82,841	\$389,724,636	\$3,418,200	\$393,142,837	\$129,522,520	\$522,665,356	\$2,271,694	\$524,937,051	\$2,268,826,814
	%	0.79%	0.04%	2.57%	0.07%	13.71%	0.04%	0.01%	0.00%	0.10%	0.00%	17.18%	0.15%	17.33%	5.71%	23.04%	0.10%	23.14%	100.00%
SIC 47. Transportation Services	\$	\$1,502	\$138	\$394,807	\$28,734	\$52,222	\$2,062	\$955	\$7,887	\$1,009	\$0	\$450,495	\$38,820	\$489,318	\$83,309	\$552,625	\$0	\$552,625	\$28,958,280
	%	0.01%	0.00%	1.36%	0.10%	0.18%	0.01%	0.00%	0.03%	0.00%	0.00%	1.58%	0.13%	1.69%	0.22%	1.91%	0.00%	1.91%	100.00%
SIC 50. Wholesale Trade-durable Goods	\$	\$89,732	(\$32)	\$1,064,953	\$38,410	\$523	\$4	\$26	\$0	\$0	\$17	\$1,155,234	\$38,399	\$1,193,633	\$742,420	\$1,936,053	\$5	\$1,936,058	\$3,528,986
	%	2.54%	0.00%	30.18%	1.09%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	32.74%	1.06%	33.82%	21.04%	54.86%	0.00%	54.86%	100.00%
SIC 51. Wholesale Trade-non-durable Goods	\$	\$59,084	\$0	\$15,533	\$4,030	\$0	\$0	\$0	\$0	\$0	\$0	\$74,817	\$4,000	\$78,817	\$2	\$78,819	\$0	\$78,819	\$2,054,817
	%	2.88%	0.00%	0.76%	0.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.83%	0.20%	3.83%	0.00%	3.83%	0.00%	3.83%	100.00%
SIC 55. Automotive Dealers And Gasoline Service Stations	\$	\$3,984	\$3,335	\$1,416	\$120,291	\$1,208,427	\$5,131,864	\$17	\$0	\$0	\$2,318	\$1,213,844	\$5,257,607	\$6,471,451	\$26,202	\$6,497,653	\$977,307	\$7,474,960	\$10,853,259
	%	0.04%	0.03%	0.01%	1.11%	11.13%	47.28%	0.00%	0.00%	0.00%	0.02%	11.18%	48.44%	59.63%	0.24%	59.87%	0.00%	59.87%	100.00%
SIC 73. Business Services	\$	\$20,518,346	\$2,361,123	\$2,833,929	\$3,787,566	\$7,260,879	\$1,128,648	\$193,692	\$6,307	\$527,769	\$24,236	\$31,334,615	\$7,307,880	\$38,642,494	\$4,375,209	\$43,017,703	\$24,502	\$43,042,205	\$579,191,489
	%	3.54%	0.41%	0.49%	0.65%	1.25%	0.19%	0.03%	0.00%	0.09%	0.00%	5.41%	1.26%	6.67%	0.76%	7.43%	0.00%	7.43%	100.00%
SIC 81. Legal	\$	\$58,566	\$0	\$34,900	\$0	\$6,003	\$0	\$0	\$0	\$0	\$0	\$99,469	\$0	\$99,469	\$91,814	\$191,283	\$0	\$191,283	\$8,832,993
	%	0.60%	0.00%	0.40%	0.00%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	1.13%	0.00%	1.13%	1.04%	2.17%	0.00%	2.17%	100.00%
SIC 87. Engineering, Accounting, Research, Management, And Related Services	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$306,365
	%	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%	100.00%
GROSS PRODUCTS/SERVICES PROCUREMENT	\$	\$39,703,321	\$3,999,308	\$64,415,000	\$5,649,843	\$427,478,452	\$9,468,865	\$337,427	\$26,729	\$3,323,817	\$138,473	\$535,256,018	\$19,283,236	\$554,539,252	\$149,358,858	\$703,668,110	\$3,429,563	\$707,327,673	\$3,306,923,388
	%	1.20%	0.12%	1.95%	0.17%	12.93%	0.29%	0.01%	0.00%	0.10%	0.00%	16.19%	0.58%	16.77%	4.62%	21.29%	0.10%	21.39%	100.00%



AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

AT&T Advanced Solutions
2011 MBE, WBE, DVBE Direct and Sub Spend

AT&T ASI					
AT&T Global Supplier Diversity M/W/DVBE 2011 Results by Ethnicity & Gender					
2011 GO 156					
		Direct	SubK	Total \$	Total %
Minority Men	Asian Pacific American	\$1,122,824	\$1,899,092	\$3,021,916	1.91%
	African American	\$880,514	\$2,445,428	\$3,325,943	2.11%
	Hispanic American	\$11,891,781	\$3,774,342	\$15,666,123	9.92%
	Native American	\$205	\$614,216	\$614,421	0.39%
	Multi-Ethnic American	\$447	\$2,773,501	\$2,773,948	1.76%
	Total Minority Men	\$13,895,772	\$11,506,578	\$25,402,350	16.09%
Minority Women	Asian Pacific American	\$782,918	\$581,579	\$1,364,497	0.86%
	African American	\$408,073	\$558,046	\$966,120	0.61%
	Hispanic American	\$2,205,454	\$602,109	\$2,807,563	1.78%
	Native American	\$2,186	\$48,912	\$51,098	0.03%
	Multi-Ethnic American	\$0	\$253,523	\$253,523	0.16%
	Total Minority Women	\$3,398,631	\$2,044,169	\$5,442,799	3.45%
Total Minority Business Enterprise--MBE		\$17,294,402	\$13,550,747	\$30,845,149	19.53%
Women Business Enterprise--WBE		\$13,895,325	\$4,475,806	\$18,371,131	11.63%
Subtotal MBE & WBE		\$31,189,727	\$18,026,553	\$49,216,280	31.17%
Disabled Veteran Business Enterprise--DVBE		\$3,398,631	\$204,041	\$3,602,672	2.28%
Total MBE, WBE, DVBE		\$34,588,358	\$18,230,594	\$52,818,952	33.45%
Gross Procurement				\$157,903,321	
Exclusions				\$0	
Net Procurement				\$157,903,321	
Total Product/Service Procurement				\$157,903,321	

2011	Number of Direct Spend Diverse Suppliers for AT&T Advanced Solutions			
	DVBE	MBE	WBE	Grand Total
# M/W/DVBEs				
Grand Total	6	129	83	218
2011	Payment (\$M) to Direct Suppliers for AT&T Advanced Solutions			
	DVBE	MBE	WBE	Grand Total
MWDVBE \$M				
Grand Total	\$3.60	\$30.85	\$18.37	\$52.82
Information regarding the number of W/M/DVBE suppliers who have the majority of their workforce working in California is not readily available to AT&T. The joint utilities will work with the California Clearinghouse to determine the path forward on how to capture this data.				



AT&T Global Supplier Diversity 2011 Annual Report & 2012 Annual Plan

2011 AT&T Advanced Solutions Product/Service Descriptions (See Product Detail by SIC Category)	ASIAN-PACIFIC		BLACK		HISPANIC		NATIVE AMERICAN		MULTI-ETHNIC		TOTAL MEN	TOTAL WOMEN	TOTAL MBE	TOTAL WBE	SUBTOTAL M/WBE	TOTAL DBBE	TOTAL M/WDBE	TOTAL COMPANY
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	Minority Business Enterprises	Minority Business Enterprises	Minority Business Enterprises	Women Business Enterprises	Minority/ Woman Business Enterprises	Disabled Veteran Business Enterprises	Minority/ Woman/ Disabled Veteran Business Enterprises	PURCHASES
SIC 15: Building Construction General Contractors And Operative Builders	\$ 442,316	\$56,669	\$232,763	\$202,540	\$140,173	\$57,027	\$19,925	\$7,279	\$21,457	\$18,214	\$456,233	\$339,730	\$795,963	\$756,358	\$1,552,321	\$41,471	\$1,593,793	\$3,228,765
%	1.31%	1.76%	7.21%	6.27%	4.34%	1.77%	0.80%	0.23%	0.66%	0.50%	14.13%	10.52%	23.43%	48.08%	1.28%	49.36%	100.00%	
SIC 17: Construction Special Trade Contractors	\$40,078	\$2,416	\$25,757	\$0	\$99,954	\$98,881	\$9,198	\$2,118	\$39,167	\$18,768	\$214,154	\$90,181	\$304,335	\$372,467	\$976,802	\$46,392	\$723,194	\$286,374
%	14.00%	0.84%	8.99%	0.00%	34.90%	24.05%	3.21%	0.74%	13.68%	5.85%	74.78%	31.49%	130.06%	236.34%	16.20%	252.54%	100.00%	
SIC 35: Industrial And Commercial Machinery And Computer Equipment	\$510,520	\$289,607	\$989,562	\$0	\$107,014	\$4,611	\$0	\$251	\$841,806	\$20,227	\$2,148,902	\$314,696	\$2,463,598	\$534,348	\$2,997,946	\$273,923	\$3,271,869	\$2,121,158
%	2.41%	1.36%	3.25%	0.00%	0.50%	0.02%	0.00%	0.00%	3.97%	0.10%	10.13%	1.48%	11.81%	2.52%	14.13%	1.29%	15.42%	100.00%
SIC 36: Electronic & Other Electrical Equipment/Components, Except Computer Equip	\$1,158,044	\$217,581	\$719,697	\$978	\$12,147,656	\$238,047	\$230,111	\$15,477	\$1,719,858	\$151,669	\$15,973,366	\$623,753	\$16,597,119	\$12,173,698	\$28,770,816	\$110,488	\$28,881,304	\$80,638,031
%	1.43%	0.27%	0.89%	0.00%	15.08%	0.30%	0.29%	0.02%	2.13%	0.19%	19.81%	0.77%	20.58%	15.10%	35.88%	0.14%	35.82%	100.00%
SIC 47: Transportation Services	\$372	\$69	\$7,533	\$52,595	\$26,512	\$3,020	\$926	\$14,441	\$1,847	\$0	\$37,190	\$70,714	\$107,904	\$104,156	\$212,060	\$215	\$212,275	\$11,705,781
%	0.00%	0.00%	0.08%	0.45%	0.23%	0.03%	0.01%	0.12%	0.02%	0.00%	0.32%	0.80%	0.89%	1.80%	0.00%	1.80%	100.00%	
SIC 50: Wholesale Trade-durable Goods	\$35,429	\$0	\$414,487	\$70,323	\$204	\$1	\$10	\$0	\$0	\$31	\$450,130	\$70,356	\$520,485	\$448,833	\$999,318	\$1	\$999,320	\$799,814
%	4.43%	0.00%	51.82%	8.79%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	56.28%	8.80%	65.08%	56.12%	121.19%	0.00%	121.19%	100.00%
SIC 51: Wholesale Trade-non-durable Goods	\$22,990	\$0	\$25,654	\$7,378	\$0	\$0	\$0	\$0	\$0	\$0	\$48,644	\$7,378	\$56,022	\$23,741	\$79,763	\$0	\$79,763	\$222,565
%	10.33%	0.00%	11.52%	3.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	21.85%	3.31%	25.17%	10.67%	35.83%	0.00%	35.83%	100.00%
SIC 55: Automotive Dealers And Gasoline Service Stations	\$3,139	\$2,018	\$999	\$220,233	\$21,359	\$1,906,392	\$31	\$0	\$0	\$4,243	\$25,195	\$2,132,897	\$2,158,082	\$50,327	\$2,208,409	\$1,907,898	\$4,116,307	\$2,932,556
%	0.11%	0.07%	0.02%	7.51%	0.75%	85.01%	0.00%	0.00%	0.14%	0.89%	72.73%	73.59%	1.72%	75.31%	65.00%	140.37%	100.00%	
SIC 73: Business Services	\$1,175,025	\$795,954	\$1,196,240	\$412,072	\$3,120,920	\$528,937	\$354,620	\$11,532	\$149,395	\$44,373	\$5,996,169	\$1,792,868	\$7,789,037	\$3,848,267	\$11,637,304	\$1,222,047	\$12,859,351	\$33,990,978
%	3.49%	2.34%	3.52%	1.21%	9.16%	1.56%	1.04%	0.03%	0.44%	0.13%	17.64%	5.27%	22.02%	11.32%	34.24%	3.60%	37.83%	100.00%
SIC 81: Legal	\$38,004	\$0	\$13,581	\$0	\$2,336	\$0	\$0	\$0	\$0	\$0	\$51,921	\$0	\$51,921	\$58,935	\$110,856	\$0	\$110,856	\$2,797,511
%	1.29%	0.00%	0.49%	0.00%	0.08%	0.00%	0.00%	0.00%	0.00%	0.00%	1.89%	0.00%	2.11%	3.99%	0.00%	3.99%	100.00%	
SIC 87: Engineering, Accounting, Research, Management, And Related Services	\$0	\$192	\$0	\$0	\$0	\$45	\$0	\$0	\$0	\$0	\$0	\$237	\$237	\$0	\$237	\$0	\$237	\$23,729
%	0.00%	0.81%	0.00%	0.00%	0.00%	0.19%	0.00%	0.00%	0.00%	0.00%	0.00%	1.00%	1.00%	0.00%	1.00%	0.00%	1.00%	100.00%
GROSS PRODUCTS/SERVICES PROCUREMENT	\$3,021,916	\$1,394,497	\$3,325,943	\$968,120	\$15,666,123	\$2,807,563	\$614,421	\$51,098	\$2,773,501	\$253,523	\$25,401,903	\$5,442,799	\$30,844,703	\$18,371,131	\$49,215,833	\$3,602,435	\$52,818,268	\$157,903,321
	1.91%	0.88%	2.11%	0.61%	9.92%	1.78%	0.39%	0.03%	1.76%	0.16%	16.09%	3.45%	19.53%	11.63%	31.17%	2.28%	33.45%	100.00%



AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

AT&T Long Distance
2011 MBE, WBE, DVBE Direct and Sub Spend

AT&T Long Distance					
AT&T Global Supplier Diversity M/W/DVBE 2011 Results by Ethnicity & Gender					
2011 GO 156					
		Direct	SubK	Total \$	Total %
Minority Men	Asian Pacific American	\$2,035,385	\$2,818,589	\$4,853,974	3.28%
	African American	\$1,676,574	\$3,629,449	\$5,306,023	3.58%
	Hispanic American	\$3,985,585	\$5,601,793	\$9,587,378	6.47%
	Native American	\$363	\$911,605	\$911,967	0.62%
	Multi-Ethnic American	\$0	\$4,116,368	\$4,116,368	2.78%
	Total Minority Men	\$7,697,906	\$17,077,804	\$24,775,710	16.73%
Minority Women	Asian Pacific American	\$1,411,683	\$863,167	\$2,274,850	1.54%
	African American	\$676,618	\$828,239	\$1,504,857	1.02%
	Hispanic American	\$3,668,203	\$893,636	\$4,561,839	3.08%
	Native American	\$11,920	\$72,594	\$84,513	0.06%
	Multi-Ethnic American	\$0	\$376,273	\$376,273	0.25%
	Total Minority Women	\$5,768,423	\$3,033,909	\$8,802,333	5.94%
Total Minority Business Enterprise--MBE		\$13,466,330	\$20,111,713	\$33,578,043	22.67%
Women Business Enterprise--WBE		\$6,398,632	\$6,642,890	\$13,041,522	8.80%
Subtotal MBE & WBE		\$19,864,962	\$26,754,603	\$46,619,565	31.47%
Disabled Veteran Business Enterprise-DVBE		\$0	\$302,834	\$302,834	0.20%
Total MBE, WBE, DVBE		\$19,864,962	\$27,057,437	\$46,922,399	31.68%
Gross Procurement				\$148,127,856	
Exclusions				\$0	
Net Procurement				\$148,127,856	
Total Product/Service Procurement				\$148,127,856	

2011	Number of Direct Spend Diverse Suppliers for AT&T Long Distance					
	# M/W/DVBEs	Grand Total	DVBE	MBE	WBE	Grand Total
	Grand Total	218	6	129	83	218
	Payment (\$M) to Direct Suppliers for AT&T Long Distance					
2011	M/W/DVBE \$M	Grand Total	DVBE	MBE	WBE	Grand Total
	Grand Total	\$28,233.15	\$0.30	\$33.58	\$13.04	\$46.92
Information regarding the number of W/M/DVBE suppliers who have the majority of their workforce working in California is not readily available to AT&T. The joint utilities will work with the California Clearinghouse to determine the path forward on how to capture this data.						



AT&T Global Supplier Diversity 2011 Annual Report & 2012 Annual Plan

2011 AT&T Long Distance	ASIAN-PACIFIC		BLACK		HISPANIC		NATIVE AMERICAN		MULTI-ETHNIC		TOTAL MEN	TOTAL WOMEN	TOTAL MBE	TOTAL WBE	SUBTOTAL M/WBE	TOTAL DVBE	TOTAL M/WDBE	TOTAL COMPANY
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	Minority Business Enterprises	Minority Business Enterprises	Minority Business Enterprises	Women Business Enterprises	Minority/ Woman Business Enterprises	Disabled Veteran Business Enterprises	Disabled Veteran Business Enterprises	Minority/ Woman/ Disabled Veteran Business Enterprises
SIC 15: Building Construction General Contractors And Operative Builders	\$ 83,532	\$84,140	\$345,515	\$300,762	\$214,432	\$85,674	\$28,703	\$10,803	\$31,846	\$24,094	\$684,128	\$955,452	\$1,189,580	\$1,203,537	\$2,393,116	\$51,252	\$2,444,368	\$5,407,314
%	0.04%	0.08%	0.39%	0.56%	0.37%	0.58%	0.53%	0.20%	0.59%	0.45%	12.65%	9.35%	22.00%	22.26%	44.26%	0.95%	45.20%	100.00%
SIC 17: Construction Special Trade Contractors	\$ 59,483	\$3,986	\$38,909	\$0	\$148,367	\$102,231	\$13,652	\$3,143	\$58,131	\$24,884	\$316,542	\$133,845	\$452,387	\$546,877	\$996,263	\$68,853	\$1,068,117	\$474,782
%	12.53%	0.79%	8.20%	0.00%	31.25%	21.53%	2.88%	0.66%	12.24%	5.24%	67.09%	28.19%	95.28%	115.18%	210.47%	14.50%	224.97%	100.00%
SIC 35: Industrial And Commercial Machinery And Computer Equipment	\$ 791,950	\$475,622	\$1,031,281	\$0	\$174,131	\$7,350	\$0	\$373	\$1,249,390	\$30,220	\$3,246,753	\$513,364	\$3,760,117	\$4,327,053	\$8,087,170	\$34,842	\$8,122,011	\$35,286,678
%	2.25%	1.35%	2.92%	0.00%	0.49%	0.02%	0.00%	0.00%	3.54%	0.09%	9.21%	1.46%	12.27%	22.93%	0.10%	23.03%	100.00%	
SIC 36: Electronic & Other Electrical Equipment/Components, Except Computer Equip	\$ 1,778,448	\$330,995	\$1,350,464	\$1,621	\$4,103,712	\$368,841	\$341,548	\$31,640	\$2,552,575	\$225,103	\$10,126,747	\$956,201	\$11,082,948	\$3,060,635	\$14,143,584	\$128,029	\$14,271,612	\$34,167,385
%	5.21%	0.97%	3.95%	0.00%	12.01%	1.07%	1.00%	0.09%	7.47%	0.69%	29.64%	2.80%	32.44%	8.99%	41.39%	0.37%	41.77%	100.00%
SIC 47: Transportation Services	\$ 609	\$117	\$11,387	\$78,060	\$42,705	\$5,460	\$1,375	\$21,437	\$2,742	\$0	\$58,798	\$105,105	\$163,903	\$129,923	\$293,825	\$181	\$294,006	\$1,454,884
%	0.04%	0.01%	0.78%	5.37%	2.94%	0.38%	0.09%	1.47%	0.19%	0.00%	4.04%	7.22%	11.27%	20.20%	0.01%	20.21%	100.00%	
SIC 50: Wholesale Trade-durable Goods	\$ 58,624	\$0	\$687,055	\$104,372	\$337	\$3	\$17	\$0	\$46	\$746,034	\$104,421	\$650,455	\$23,953	\$874,408	\$0	\$874,408	\$1,326,877	
%	4.42%	0.00%	51.78%	7.87%	0.03%	0.00%	0.00%	0.00%	0.00%	56.22%	7.87%	64.00%	1.81%	65.90%	0.00%	65.90%	100.00%	
SIC 51: Wholesale Trade-non-durable Goods	\$ 38,115	\$0	\$36,206	\$10,950	\$0	\$0	\$0	\$0	\$0	\$76,321	\$10,950	\$87,271	\$0	\$87,271	\$0	\$87,271	\$369,628	
%	10.31%	0.00%	10.34%	2.96%	0.00%	0.00%	0.00%	0.00%	0.00%	20.85%	2.96%	23.61%	0.00%	23.61%	0.00%	23.61%	100.00%	
SIC 55: Automotive Dealers And Gasoline Service Stations	\$ 4,853	\$3,187	\$1,083	\$326,865	\$35,325	\$3,160,774	\$48	\$0	\$0	\$6,298	\$41,307	\$3,497,124	\$3,538,431	\$48,240	\$3,586,677	\$599	\$3,587,276	\$4,878,270
%	0.10%	0.07%	0.02%	6.70%	0.72%	64.79%	0.00%	0.00%	0.13%	0.85%	73.53%	0.99%	73.52%	0.01%	73.54%	0.00%	73.54%	100.00%
SIC 73: Business Services	\$ 2,001,484	\$1,376,875	\$1,779,626	\$682,228	\$4,864,495	\$633,402	\$526,627	\$17,116	\$221,884	\$65,857	\$9,383,916	\$2,975,476	\$12,369,392	\$3,615,134	\$15,984,526	\$19,078	\$16,003,604	\$59,979,529
%	3.34%	2.30%	2.97%	1.14%	6.11%	1.39%	0.88%	0.03%	0.37%	0.11%	15.09%	4.96%	20.92%	6.03%	29.95%	0.03%	29.98%	100.00%
SIC 81: Legal	\$ 56,775	\$0	\$22,516	\$0	\$3,873	\$0	\$0	\$0	\$0	\$0	\$83,165	\$0	\$83,165	\$86,169	\$169,331	\$0	\$169,331	\$4,898,151
%	1.21%	0.00%	0.48%	0.00%	0.08%	0.00%	0.00%	0.00%	0.00%	0.00%	1.77%	0.00%	1.77%	1.83%	3.81%	0.00%	3.81%	100.00%
SIC 87: Engineering, Accounting, Research, Management, And Related Services	\$ 0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$104,358
%	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%	100.00%
GROSS PRODUCTS/SERVICES PROCUREMENT	\$ 4,853,974	\$2,274,531	\$5,306,023	\$1,504,857	\$9,587,378	\$4,561,754	\$911,967	\$84,513	\$4,116,368	\$376,273	\$24,775,710	\$6,801,939	\$33,577,649	\$13,041,522	\$46,619,171	\$302,834	\$46,922,005	\$148,127,856
%	3.28%	1.84%	3.68%	1.02%	6.47%	3.08%	0.82%	0.06%	2.78%	0.25%	16.73%	6.94%	22.67%	8.80%	31.47%	0.20%	31.68%	100.00%



9.1.3 Program Expenses



AT&T California

Expense Category	2011 AT&T CA CPUC Reported Expenses
Wages	\$705,518
Other Employee Expenses	\$0
Program Expenses	\$126,714
Reporting Expenses	\$0
Training	\$59,764
Consultants*	\$188,908
Other	\$0
TOTAL	\$1,080,904

*Includes \$82.3K CPUC Clearinghouse expenses and \$106.7K CA small business event expenses. The CPUC Clearinghouse expenses represent 6% of the total program expense.



AT&T Communications of California, Inc.

Expense Category	2011 AT&T Communications of California, Inc CA CPUC Reported expenses
Wages	\$33,023
Other Employee Expenses	\$0
Program Expenses	\$5,931
Reporting Expenses	\$0
Training	\$2,797
Consultants*	\$8,842
Other	\$0
Total	\$50,594
<p>*Includes \$3.8K CPUC Clearinghouse expenses and \$5K CA small business event expenses. The CPUC Clearinghouse expenses represent 9% of the total program expense.</p>	



AT&T Mobility

Expense Category	2011 AT&T Mobility CA CPUC Reported expenses
Wages	\$363,870
Other Employee Expenses	\$0
Program Expenses	\$65,352
Reporting Expenses	\$0
Training	\$30,823
Consultants*	\$97,429
Other	\$0
TOTAL	\$557,474
<p>*Includes \$42.4K CPUC Clearinghouse expenses and \$55K CA small business event expenses. The CPUC Clearinghouse expenses represent 9% of the total program expense.</p>	



AT&T Advanced Solutions

Expense Category	2011 AT&T Advanced Solutions, Inc. CPUC Reported expenses
Wages	\$209,557
Other Employee Expenses	\$0
Program Expenses	\$37,637
Reporting Expenses	\$0
Training	\$17,751
Consultants*	\$56,111
Other	\$0
TOTAL	\$321,056
*Includes \$24.4K CPUC Clearinghouse expenses and \$31.7K CA small business event expenses. The CPUC Clearinghouse expenses represent 9% of the total program expense.	



AT&T Long Distance

Expense Category	2011 AT&T Long Distance CPUC Reported expenses
Wages	\$275,603
Other Employee Expenses	\$0
Program Expenses	\$49,499
Reporting Expenses	\$0
Training	\$23,346
Consultants*	\$73,795
Other	\$0
TOTAL	\$422,243

*Includes \$32.1K CPUC Clearinghouse expenses and \$41.7K CA small business event expenses. The CPUC Clearinghouse expenses represent 9% of the total program expense.



9.1.4 Progress Toward Goal



AT&T California

AT&T California

A description of progress in meeting or exceeding set goals and an explanation of any circumstances that may have caused utility to fall short of its goals.

Category	Current Year Results	Current Year Goals
Minority Men	21.83%	11.00%
Minority Women	5.56%	4.00%
Minority Business Enterprise (MBE)	27.38%	15.00%
Women Business Enterprise (WBE)	11.79%	5.00%
Subtotal Women, Minority Business Enterprise (M/WBE)	39.17%	20.00%
Service Disabled Veteran Business Enterprise (DVBE)	4.92%	1.50%
Total MWDVBE	44.09%	21.50%

Note: Percentages may not add due to rounding.



AT&T Communications of California, Inc.

AT&T Communications of California, Inc

A description of progress in meeting or exceeding set goals and an explanation of any circumstances that may have caused utility to fall short of its goals.

Category	Current Year Results	Current Year Goals
Minority Men	16.19%	11.00%
Minority Women	3.03%	4.00%
Minority Business Enterprise (MBE)	19.22%	15.00%
Women Business Enterprise (WBE)	4.27%	5.00%
Subtotal Women, Minority Business Enterprise (M/WBE)	23.49%	20.00%
Service Disabled Veteran Business Enterprise (DVBE)	0.08%	1.50%
Total MWDVBE	23.57%	21.50%

Note: Percentages may not add due to rounding.



AT&T Mobility

AT&T Mobility		
A description of progress in meeting or exceeding set goals and an explanation of any circumstances that may have caused utility to fall short of its goals.		
Category	Current Year Results	Current Year Goals
Minority Men	16.19%	11.00%
Minority Women	0.58%	4.00%
Minority Business Enterprise (MBE)	16.77%	15.00%
Women Business Enterprise (WBE)	4.52%	5.00%
Subtotal Women, Minority Business Enterprise (M/WBE)	21.29%	20.00%
Service Disabled Veteran Business Enterprise (DVBE)	0.10%	1.50%
Total MWDVBE	21.39%	21.50%

Note: Percentages may not add due to rounding.



AT&T Advanced Solutions

AT&T Advanced Solutions		
A description of progress in meeting or exceeding set goals and an explanation of any circumstances that may have caused utility to fall short of its goals.		
Category	Current Year Results	Current Year Goals
Minority Men	16.09%	11.00%
Minority Women	3.45%	4.00%
Minority Business Enterprise (MBE)	19.53%	15.00%
Women Business Enterprise (WBE)	11.63%	5.00%
Subtotal Women, Minority Business Enterprise (M/WBE)	31.17%	20.00%
Service Disabled Veteran Business Enterprise (DVBE)	2.28%	1.50%
Total MWDVBE	33.45%	21.50%

Note: Percentages may not add due to rounding.



AT&T Long Distance

AT&T Long Distance		
A description of progress in meeting or exceeding set goals and an explanation of any circumstances that may have caused utility to fall short of its goals.		
Category	Current Year Results	Current Year Goals
Minority Men	16.73%	11.00%
Minority Women	5.94%	4.00%
Minority Business Enterprise (MBE)	22.67%	15.00%
Women Business Enterprise (WBE)	8.80%	5.00%
Subtotal Women, Minority Business Enterprise (M/WBE)	31.47%	20.00%
Service Disabled Veteran Business Enterprise (DVBE)	0.20%	1.50%
Total MWDVBE	31.68%	21.50%

Note: Percentages may not add due to rounding.



9.1.5 Summary of Subcontracting Utilization



AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

AT&T California

A Summary of Prime Contractor Utilization of MWDVBE Subcontractors - AT&T California							
	Minority Men	Minority Women	Minority Business Enterprises (MBE)	Women Business Enterprises (WBE)	Women/Minority Business Enterprise (WMBE)	Service Disabled Veterans Business Enterprises (DVBE)	Total WMDVBE
Direct	\$282,264,603	\$90,031,482	\$372,296,085	\$188,195,876	\$560,491,961	\$112,742,816	\$673,234,777
Sub	\$236,824,017	\$42,072,303	\$278,896,320	\$92,119,331	\$371,015,651	\$4,199,501	\$375,215,152
Total \$	\$519,088,620	\$132,103,785	\$651,192,405	\$280,315,207	\$931,507,612	\$116,942,317	\$1,048,449,929
Direct	11.87%	3.79%	15.66%	7.91%	23.57%	4.74%	28.31%
SUB	9.96%	1.77%	11.73%	3.87%	15.60%	0.18%	15.78%
Total %	21.83%	5.56%	27.38%	11.79%	39.17%	4.92%	44.09%
Gross Procurement	\$2,377,918,605						
Exclusions	0						
Net Procurement	\$2,377,918,605						
Note: Percentages may not add due to rounding							



AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

AT&T Communications of California, Inc.

A Summary of Prime Contractor Utilization of MWDVBE Subcontractors - AT&T Communications of California, Inc							
	Minority Men	Minority Women	Minority Business Enterprises (MBE)	Women Business Enterprises (WBE)	Women/Minority Business Enterprise (WMBE)	Service Disabled Veterans Business Enterprises (DVBE)	Total WMDVBE
Direct	\$55,770,439	\$10,643,759	\$66,414,199	\$11,923,723	\$78,337,922	\$0	\$78,337,922
Sub	\$22,090,091	\$3,924,353	\$26,014,444	\$8,592,559	\$34,607,004	\$391,714	\$34,998,718
Total \$	\$77,860,531	\$14,568,112	\$92,428,643	\$20,516,283	\$112,944,925	\$391,714	\$113,336,640
Direct	11.60%	2.21%	13.81%	2.48%	16.29%	0.00%	16.29%
SUB	4.59%	0.82%	5.41%	1.79%	7.20%	0.08%	7.28%
Total %	16.19%	3.03%	19.22%	4.27%	23.49%	0.08%	23.57%
Gross Procurement	\$480,895,531						
Exclusions	0						
Net Procurement	\$480,895,531						
Note: Percentages may not add due to rounding							



AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

AT&T Mobility

A Summary of Prime Contractor Utilization of MWDVBE Subcontractors - AT&T Mobility							
	Minority Men	Minority Women	Minority Business Enterprises (MBE)	Women Business Enterprises (WBE)	Minority/Women Business Enterprise (M/WBE)	Service Disabled Veterans Business Enterprises (DVBE)	Total MWDVBE
Direct	\$528,971,166	\$18,167,330	\$547,138,496	\$146,914,189	\$694,052,686	\$3,318,183	\$697,370,869
Sub	\$6,284,850	\$1,116,517	\$7,401,367	\$2,444,668	\$9,846,036	\$111,447	\$9,957,482
Total \$	\$535,256,016	\$19,283,847	\$554,539,864	\$149,358,858	\$703,898,721	\$3,429,630	\$707,328,351
Direct	16.00%	0.55%	16.55%	4.44%	20.99%	0.10%	21.09%
SUB	0.19%	0.03%	0.22%	0.07%	0.30%	0.00%	0.30%
Total %	16.19%	0.58%	16.77%	4.52%	21.29%	0.10%	21.39%
Gross Procurement	\$3,306,923,388						
Exclusions	0						
Net Procurement	\$3,306,923,388						
Note: Percentages may not add due to rounding							



AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

AT&T Advanced Solutions

A Summary of Prime Contractor Utilization of MWDVBE Subcontractors-AT&T Advanced Solutions							
	Minority Men	Minority Women	Minority Business Enterprises (MBE)	Women Business Enterprises (WBE)	Women/Minority Business Enterprise (WMBE)	Service Disabled Veterans Business Enterprises (DVBE)	Total WMDVBE
Direct	\$13,895,772	\$3,398,631	\$17,294,402	\$13,895,325	\$31,189,727	\$3,398,631	\$34,588,358
Sub	\$11,506,578	\$2,044,169	\$13,550,747	\$4,475,806	\$18,026,553	\$204,041	\$18,230,594
Total \$	\$25,402,350	\$5,442,799	\$30,845,149	\$18,371,131	\$49,216,280	\$3,602,672	\$52,818,952
Direct	8.80%	2.15%	10.95%	8.80%	19.75%	2.15%	21.90%
SUB	7.29%	1.29%	8.58%	2.83%	11.42%	0.13%	11.55%
Total %	16.09%	3.45%	19.53%	11.63%	31.17%	2.28%	33.45%
Gross Procurement	\$157,903,321						
Exclusions	0						
Net Procurement	\$157,903,321						
Note: Percentages may not add due to rounding							



AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

AT&T Long Distance

A Summary of Prime Contractor Utilization of MWDVBE Subcontractors - AT&T Long Distance							
	Minority Men	Minority Women	Minority Business Enterprises (MBE)	Women Business Enterprises (WBE)	Women/Minority Business Enterprise (WMBE)	Veterans Business Enterprises (DVBE)	Total WMDVBE
Direct	\$7,697,906	\$5,768,423	\$13,466,330	\$6,398,632	\$19,864,962	\$0	\$19,864,962
Sub	\$17,077,804	\$3,033,909	\$20,111,713	\$6,642,890	\$26,754,603	\$302,834	\$27,057,437
Total \$	\$24,775,710	\$8,802,333	\$33,578,043	\$13,041,522	\$46,619,565	\$302,834	\$46,922,399
Direct	5.20%	3.89%	9.09%	4.32%	13.41%	0.00%	13.41%
SUB	11.53%	2.05%	13.58%	4.48%	18.06%	0.20%	18.27%
Total %	16.73%	5.94%	22.67%	8.80%	31.47%	0.20%	31.68%
Gross Procurement	\$148,127,856						
Exclusions	0						
Net Procurement	\$148,127,856						
Note: Percentages may not add due to rounding							



9.1.6 Supplier Complaints

No formal complaints were filed.



9.1.7 Exclusions

Exclusions—All AT&T Reporting Companies

A SUMMARY OF PURCHASES AND/OR CONTRACTS FOR PRODUCTS AND SERVICES IN EXCLUDED CATEGORIES	
DESCRIPTION OF EXCLUSIONS	(000'S)
EXCLUSION #1	0
EXCLUSION #2	0
EXCLUSION #3	0
EXCLUSION #4	0
EXCLUSION #5	0
EXCLUSION #6	0
EXCLUSION #7	0
EXCLUSION #8	0
EXCLUSION #9	0
EXCLUSION #10	0
EXCLUSION #11	0
EXCLUSION #12	0
EXCLUSION #13	0
EXCLUSION #14	0
EXCLUSION #15	0
TOTAL EXCLUSIONS	0

AT&T does not exclude any product or service category from its purchase base.
 Only those exclusions stated in G.O. 156 such as utilities, government fees
 and affiliates are excluded.

Historically and again in 2011, AT&T has not excluded any product or service categories. This includes product and service categories where no DBE suppliers were available. Comparative analysis of various companies' Supplier Diversity purchasing results should only be done on a "without exclusion" basis.

As directed in GO156, Section 8.9, we do not include in the purchase base payments to the following:

- Payments to utilities
- Payments to the government for items such as taxes and postage
- Payments to affiliates



9.1.8 Supplier Recruitment in Specific Areas

Advertising, finance, legal, and disabled veteran businesses continue to be key focus areas. In 2011, AT&T implemented the following programs and activities:

- **AT&T Global Supplier Diversity Support:** The supplier diversity team worked closely with AT&T business unit leaders to review their supply chain vendor list and identify opportunity areas for diverse suppliers.
- **AT&T Prime Supplier Program:** AT&T prime suppliers, supporting advertising, finance, legal and disabled veteran businesses, position diverse suppliers for subcontracting opportunities within their companies in low utilized areas.
- **Advertising and Finance Summits:** AT&T continued to collaborate with the advertising and finance summit participants—both prospective suppliers and AT&T prime suppliers to identify opportunities, share best practices, build diverse supplier capabilities, and communicate AT&T requirements. The summits, created subcontracting/Tier 2 opportunities for diverse suppliers which added value, innovation and cost effectiveness.
- **Matchmaker Events:** AT&T Global Supplier Diversity launched a series of matchmaking events that strategically targeted key prime suppliers in emerging markets and other specific areas to engage in one-on-one interviews with qualified diversity suppliers.
- **Operation Hand Salute Protégé Program:** Operation Hand Salute is a mentoring program for a select group of California Disabled Veteran Business Enterprise owners. The five participants graduated from the year-long program in May and also received a congressional certificate from U.S. Representative Jerry McNerney, a member of the House Committee on Veterans' Affairs.

Advertising

In 2011, AT&T Corporation spent \$52.6M with diverse advertising suppliers. This equates to an increase of 5% over 2011. AT&T will continue to promote opportunities for diversity businesses in the under-utilized area of advertising.



Legal

AT&T continues to focus on expanding diversity spending in the legal arena through outreach events and the efforts highlighted below. In 2011, the California supplier diversity results increased 24% over 2010 results.

Legal Department Diversity Committee

In order to ensure that AT&T's Legal Department and outside counsel reflect its corporate values supporting diversity, AT&T launched a Legal Department Diversity Committee comprised of representatives from each legal department officer's reporting organization and supports implementation of the legal department's diversity and inclusion initiative.

The Committee's initiatives included activities, such as the Summer Hire program, designed to foster the development of a pipeline of new attorneys who have the qualifications we look for in future hires and outside counsel. The interns who participated in this initiative were located in major cities throughout the United States, including San Francisco. While not restricted to members of any particular group or background, the program provided opportunities to a diverse group of summer law students, including women and minorities, to work in a world-class legal department. Additionally, in 2011, the Legal Diversity Committee sponsored its first annual diversity awards to the small, medium, and large firms based on their efforts to promote diversity in the legal profession.

Additionally, for 2011, women and minority paralegals at majority firms billed AT&T California over \$140,000, and women and minority paralegals at majority firms billed AT&T Mobility more than \$190,000. The charts below reflect the data for 2011 for amounts billed to AT&T California and AT&T Mobility by women and minority attorneys at majority firms.

Also reported is the amount paid to diverse firms for workers compensation. AT&T California pays its third-party administrators to manage its workers compensation claims, including outside counsel that handles workers compensation legal matters. Through this arrangement, AT&T California paid certified diverse businesses over \$500,000 in 2011 for legal work associated with workers compensation.



AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

AT&T Legal also supported diversity through its sponsorships of diverse legal organizations and has committed attorney resources and sponsorship dollars to the following organizations:

- Bar Association of San Francisco
- American Bar Association
- National Bar Association
- National Asian-Pacific American Bar Association
- Minority Corporate Counsel Association
- Corporate Counsel Women of Color
- National Association of Women Lawyers
- National LGBT Bar Association
- Hispanic National Bar Association
- Mexican American Legal Defense and Education Fund

2011 CA PUC For AT&T California by Role		
2011 Attorney / Time Billed In		
Minority Men	Asian American	\$203,668
	African American	\$5,159
	Hispanic	\$859,952
	Native American	\$0
	Multi-Ethnic	\$189,074
	Other	\$55,980
	Total Minority Men	\$1,313,832
Minority Women	Asian American	\$614,373
	African American	\$0
	Hispanic	\$94,029
	Native American	\$0
	Multi-Ethnic	\$0
	Other	\$54,466
	Total Minority Women	\$762,868
	Total Minority Men	\$1,313,832
	Non Minority Women	\$2,365,753
	Service Disabled Veterans	\$0
Total Minority, Non-Minority Women & Disabled Veterans	\$4,442,453	

2011 CA PUC For AT&T Mobility by Role		
2011 Attorney / Time Billed In		
Minority Men	Asian American	\$240,225
	African American	\$33,743
	Hispanic	\$147,414
	Native American	\$0
	Multi-Ethnic	\$14,723
	Other	\$7,733
	Total Minority Men	\$443,838
Minority Women	Asian American	\$96,135
	African American	\$4,698
	Hispanic	\$46,614
	Native American	\$0
	Multi-Ethnic	\$164
	Other	\$76,592
	Total Minority Women	\$224,203
	Total Minority	\$668,042
	Non Minority Women	\$849,733
	Service Disabled Veterans	\$0
Total Minority, Non-Minority Women & Disabled	\$1,517,775	



9.1.9 Justification of Excluded Areas

Justification of Excluded Areas—All AT&T Reporting Companies

A SUMMARY OF PURCHASES AND/OR CONTRACTS FOR PRODUCTS AND SERVICES IN EXCLUDED CATEGORIES

DESCRIPTION OF EXCLUSIONS	(000'S)
EXCLUSION #1	0
EXCLUSION #2	0
EXCLUSION #3	0
EXCLUSION #4	0
EXCLUSION #5	0
EXCLUSION #6	0
EXCLUSION #7	0
EXCLUSION #8	0
EXCLUSION #9	0
EXCLUSION #10	0
EXCLUSION #11	0
EXCLUSION #12	0
EXCLUSION #13	0
EXCLUSION #14	0
EXCLUSION #15	0
TOTAL EXCLUSIONS	0

**AT&T does not exclude any product or service category from its purchase base.
 Only those exclusions stated in G.O. 156 such as utilities, government fees
 and affiliates are excluded.**



2012 Annual Plan



10.1.1 Short, Mid, Long-Term Goals – All AT&T Reporting Companies



AT&T Global Supplier Diversity 2011 Annual Report & 2012 Annual Plan

The AT&T Global Supplier Diversity corporate goal remains 21.5%.

Product/Service Descriptions (See Product Detail by SIC Category)	Short-Term 2012						Mid-Term 2014						Long-Term 2016					
	Minority		Minority Business Enterprise	Women Business Enterprise	Minority & Women Business Enterprise	Disabled Veteran Business Enterprise	Minority		Minority Business Enterprise	Women Business Enterprise	Minority & Women Business Enterprise	Disabled Veteran Business Enterprise	Minority		Minority Business Enterprise	Women Business Enterprise	Minority & Women Business Enterprise	Disabled Veteran Business Enterprise
	Men	Women	MBE	WBE	M/WBE	DVBE	Men	Women	MBE	WBE	M/WBE	DVBE	Men	Women	MBE	WBE	M/WBE	DVBE
SIC 15: Building Construction General Contractors And Operative Builders	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
SIC 17: Construction Special Trade Contractors	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
SIC 35: Industrial And Commercial Machinery And Computer Equipment	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
SIC 36: Electronic & Other Electrical Equipment/Components, Except Computer Equip.	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
SIC 47: Transportation Services	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
SIC 50: Wholesale Trade-durable Goods	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
SIC 51: Wholesale Trade-non-durable Goods	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
SIC 55: Automotive Dealers And Gasoline Service Stations	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
SIC 73: Business Services	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
SIC 81: Legal Services	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
SIC 87: Engineering, Accounting, Research, Management & Related Services	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
Grand Total	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%



10.1.2 AT&T Supplier Diversity Activities Planned for 2012

2012 AT&T Supplier Diversity goals are designed to speed our execution in the next wave of growth — applications development.

"We're structuring the business to speed deployment and development of new applications to improve our service capabilities and drive cross-platform integration. It will enable the organization to realize the full potential of our Cloud and Applications strategy, and deliver innovative services and software platforms that ride on our all-IP infrastructure,"

---John Donovan, Senior Executive Vice President AT&T Technology & Network Operations

Today, more and more applications work across devices and networks. Our platform reflects the fact that we must accelerate our pace of innovation to lead in this area. This means sourcing new, innovative suppliers who can take AT&T to the next level.

We will be utilizing a three tier approach to work with our existing diverse base of suppliers and positioning new potential suppliers within our supply chain:

- Business Development
- Mentoring
- Contract Opportunities

We will continue our focus to grow existing markets and the untapped emerging areas such as Cloud Platform, API, and Mobility. We are finding in our outreach a new source of diverse suppliers; those who are diverse business owners that are not certified and not working with traditional diversity councils or Chambers of Commerce. These next generation diverse suppliers are in "think tank" communities; hence our outreach efforts for 2012 will be different.



AT&T Global Supplier Diversity
2011 Annual Report & 2012 Annual Plan

We will take our successful California pilot of Operation Hand Salute nationally by identifying prospective service disabled veteran CEOs from all over the country to participate in the twelve month program that will assist them in business development, access to capital, strategic mentoring and contract positioning. Lastly, we have a 2012 prime supplier goal which is to increase the prime supplier results by 25% over 2011.

Providing opportunities for diverse businesses makes good business sense for AT&T and is a part of our company's strategy to deliver the best solutions for our customers, while contributing to the health of California's economy. We are extremely proud of our achievements in working with certified diverse suppliers and enhancing their ability to successfully participate in the corporate supply chain. In 2012, we look forward to continuing our focus on helping diverse suppliers succeed.



10.1.3 Supplier Recruitment in Specific Areas

AT&T will continue to promote diverse business participation in specific areas, such as legal, finance, and advertising. For each AT&T business unit, a supplier diversity manager will be assigned to work closely with the business unit leaders in reviewing opportunity areas and their supply chain vendor list.

AT&T will continue to utilize the Prime Supplier Program and Meet-the-Primes Matchmaking events to expand diverse supplier spend. Additionally, AT&T will participate in outreach events throughout 2012, assisting diverse suppliers with education, business introductions, and resources that support their success. For additional information regarding our efforts in these areas, see section 9.1.8 and 10.1.5.



10.1.4 Supplier Recruitment in Excluded Areas

AT&T does not exclude any product and service category from our purchasing other than payments to other utilities, government agencies, and affiliates. These are all permissible exclusions under General Order 156.



10.1.5 Subcontracting Plans

Mentoring Programs

In May 2011, we concluded the California Operation Hand Salute protégé program and continue to reach out to the participants and assist them with their business introductions. Operation Hand Salute participants continue to attend outreach events, utilizing the AT&T Prime Supplier Program and AT&T Meet-the-Primes Matchmaking events.

Based on the success of the 2011 California Operation Hand Salute program, AT&T Global Supplier Diversity will expand the program nationally and continue to source California, as well as other, certified service disabled businesses to participate in the national program as mentors and mentees.

2012 Prime Supplier Program

Since 1989, AT&T's Prime Supplier Program has been instrumental in helping our prime suppliers increase the utilization of minority, women and disabled-veteran owned businesses in their supply chain through subcontracting and value-added reseller arrangements. As such, our prime suppliers will continue to play a vital role in the success of AT&T Global Supplier Diversity.

Outreach Events

AT&T will also produce several outreach events in 2012 throughout California. The goal of these events is to meet new diversity suppliers for potential contract opportunities with AT&T or our prime suppliers. The outreach events will provide information, access and resources to prospective certified diverse business enterprises suppliers seeking business.



10.1.6 Plans for Complying with DBE Program Guidelines

AT&T will comply with the Utility Supplier Diversity Program guidelines and regulations by:

- Encouraging our prime suppliers to use diverse businesses.
- Requesting AT&T prime suppliers provide a prime supplier participation program annual plan and quarterly supplier diversity performance.
- Review results each quarter and assist AT&T prime suppliers in developing plans to meet their goals.
- Working with the California Joint Utilities forum to gain collective understanding and clarity of regulatory requirement changes. Contribute AT&T key learning's and best practices to the group for overall improved supplier diversity results in California.
- Supporting supplier diversity development initiatives by providing educational opportunities, technical assistance and capacity building training.
- Supporting AT&T employees with supply chain responsibility by training them on supplier diversity goals, procedures and assisting them with finding diverse suppliers that meet their needs.
- Identifying diverse businesses who meet AT&T's unique purchasing needs as a high-tech solutions company. To do so, the Supplier Diversity staff and strategic sourcing teams will work with key stakeholder groups and participate in outreach events.
- Identifying potential suppliers from the CPUC Clearinghouse database and from the Office of Small Business and DVBE Certification as well as other recognized supplier diversity databases.



Attachment A



Attachment A:

List of AT&T Outreach Events and Memberships for 2011

Meetings, Conferences, Trade Shows and Memberships

In 2011, AT&T maintained its active participation in local and national supplier diversity outreach events to meet diversity firms and promote diversity in its supply chain. Below is a partial list of programs and organizations in which AT&T was involved as a sponsor and/or participant:

- 100 Black Men National Conference
- African American Historical & Cultural Museum
- American Indian Chamber of Commerce
- APA Family Services
- API Wellness Center
- Asia Week Foundation
- Asian American Education Institute
- Asian Americans for Community Involvement
- Asian Art Museum
- Asian Business Association of San Diego
- Asian Business Institute and Resource Center
- Asian Pacific American Leadership Institute
- Asian Pacific Islanders Public Affairs Association
- Asian Pacific State Employees Association Foundation
- Association for Service Disabled Veterans - ASDV (Disabled Veterans)
- ASTRA – WBE
- Barrio Logan College Institute
- Black Business Association
- Black Business Chamber
- Black Coalition on Aids (Blakeman)
- Black Economic Council
- Black Women of Political Action/Training Institute for Leadership Enrichment
- CA Alliance – DVBE
- California Latino Caucus Institute (Polanco)
- California Black Chamber
- California Commission on Asian and Pacific Islanders
- California Legislative Black Caucus Policy Institute
- California Utilities Diversity Council (Latino Journal - admin. Expenses)

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List of AT&T Outreach Events and Memberships for 2011

- California Veteran's Benefit Fund
- Capital Unity Council
- Center for Multicultural Cooperation
- Chicano Federation of San Diego County
- Chicano Latino Youth Leadership Project
- Chinatown Community Development Center
- Chinatown Youth Center
- Chinese American Voters
- Coalition of Rural Pueblos Economic Development
- Council of Mexican American Federations (COFEM)
- Economic Opportunity Council
- Filipino American Festival
- Fresno Center for New Americans
- Fundacion Colonias Maestra Gabriel y Salvadorita
- Greater Los Angeles African American Chamber of Commerce
- Greek Festival
- Greenlining Academy
- Greenlining Annual Economic Summit
- Greenlining Summit - Repurposed
- Healthy House (multi-ethnic)
- Hispanic Chamber of Commerce
- Initiating Change in Our Neighborhoods (ICON)
- Institute Laboral de la Raza Labor Awards
- Japanese Cultural Community Center
- Jobs & Economic Development Plan
- Justice and Accountability - Kamala Harris
- La Maestra Foundation
- La Raza Community Resource Center
- Lao Khmu Association
- Latina Latino Unity Coalition
- Latina Leaders of Kern County
- Latino Community Foundation Sabor Latino

Attachment A:

List of AT&T Outreach Events and Memberships for 2011

- Latino Legislative Caucus Foundation
- Lorraine Hansberry Theater
- Marin Community Association (
- Mexican American Opportunity Foundation
- Mission Economic Development Agency
- Mission Language Vocational Services
- Museum of African Diaspora
- NAACP
- NAACP - Los Banos
- National Coalition of 100 Black Women
- National Latina Business Womens Association
- Northern California Minority Business Development Council (NCMSDC)
- Oakland Chamber of Commerce - "Remember Them"
- Organization of Chinese Americans
- Philippine American Writers and Artists, Inc. (Blakeman)
- Proyecto Pastoral at Delores Mission
- Recycling Black Dollars (RBD) Communications
- Rubicon Programs, Inc.
- Sacramento Asian Chamber of Commerce
- Sacramento Business Journal-Women Who Mean Business Event
- San Diego County Hispanic Chamber of Commerce
- San Diego Filipino American Humanitarian Foundation
- San Diego MANA
- San Diego Martin Luther King, Jr. Foundation
- Slavic Community Center of Sacramento
- South County Economic Development Council
- Southeast Community Development Corporation
- Southern CA Minority Business Development Council (SCMBDC)
- Unity Council
- US Pan Asian American Chamber of Commerce
- USC Mexican American Alumni Association (Gabrielian)
- Veterans Museum and Memorial Center

Attachment A:

List of AT&T Outreach Events and Memberships for 2011

- Women of AT&T
- Women's Center High Desert
- ZERO Divide

Memberships and Board of Director Positions

In 2011, AT&T continued its partnership with major supplier diversity organizations, ethnic chambers of commerce, community development organizations and others that served M/WBE-DVBE development efforts. AT&T provides numerous resources such as donations, sponsorships and employee resources to help these organizations committed to promoting supplier diversity. Examples include:

- 100 Black Men Silicon Valley
- Black Business Association
- Asian Business Association of San Diego
- CalComm—Devine Membership
- California Bay Area Council
- California Business Roundtable
- California Chamber of Commerce
- Central California Hispanic Chamber of Commerce
- CFEE
- Fresno Area Hispanic Chamber of Commerce
- Fresno Metro Black Chamber of Commerce
- Greater Los Angeles African American Chamber of Commerce
- Greater Riverside Hispanic Chamber of Commerce
- Greater Sacramento Urban League
- Hispanic Chamber of Commerce of Marin
- Hispanic Chamber of Commerce Silicon Valley
- Hispanic Chamber of Commerce Sonoma
- Imperial Valley Economic Development Corporation
- Kern County Hispanic Chamber of Commerce
- Latin Business Association
- National Coalition of 100 Black Women
- National Minority Supplier Diversity Council
- Oakland African American Chamber of Commerce Foundation
- Oakland Metropolitan Chamber of Commerce

Attachment A:

List of AT&T Outreach Events and Memberships for 2011

- Orange County Hispanic Chamber of Commerce
- Sacramento Asian Pacific Chamber of Commerce
- Sacramento Black Chamber of Commerce
- Sacramento Hispanic Chamber of Commerce
- San Diego County Hispanic Chamber of Commerce
- San Joaquin County Hispanic Chamber of Commerce
- San Joaquin Hispanic Chamber of Commerce
- SF Chamber
- Silicon Valley Leadership Group
- Slavic-American Chamber of Commerce
- Small Business Roundtable Membership
- Solano Hispanic Chamber of Commerce
- South County Economic Development Council
- Southern California Leadership Group
- Tulare Kings Hispanic Chamber of Commerce Asian Business Association
- Women's Business Enterprise National Council