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|  | **Procurement Activities**  **with**  **Diverse Suppliers**  **Before the Public Utilities Commission of the state of California**  **WMDVLGBTBE Annual Report and Plan** |  | | |
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| **2016 Annual Report & 2017 Plan to the California Public Utilities Commission** | | | |  | |
| **General Order 156** | | |  | | |
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**2016 Calendar Year**

**Sprint Corporation**

**Submitted Pursuant to PU Code § 583**

**and GO 66-C**

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| **Sprint** | **2016** | **G.O. #156** |
| **WMDVLGBTBE Annual Report/Annual Plan – Table of Contents** | | |



**INTRODUCTION**

This Filing, in compliance with the requirements of California Public Utilities Commission (CPUC) General Order 156 (GO 156), includes a Plan of the Supplier Diversity Program of Sprint Corporation (“Sprint”) for the State of California. The Plan describes the program activities undertaken and the results achieved by Sprint, with California certified minority, women and service disabled veteran supplier’s relationship, for the period of January 1, 2016 through December 31, 2016.

**ABOUT SPRINT**

Sprint (NYSE: S) is a communications services company that creates more and better ways to connect its customers to the things they care about most. Sprint served more than 59.4 million connections as of June 30, 2016, and is widely recognized for developing, engineering and deploying innovative technologies, including the first wireless 4G service from a national carrier in the United States; leading no-contract brands including Virgin Mobile USA, Boost Mobile, and Assurance Wireless; instant national and international push-to-talk capabilities; and a global Tier 1 Internet backbone. Sprint has been named to the Dow Jones Sustainability Index (DJSI) North America for the past five years. You can learn more and visit Sprint at [www.sprint.com](http://www.sprint.com) or [www.facebook.com/sprint](http://www.facebook.com/sprint) and [www.twitter.com/sprint](http://www.twitter.com/sprint).

**THE SPRINT COMMITMENT**

Sprint’s Corporate Responsibility platform is centered on doing the right thing and includes its commitment for inclusion and diversity. Sprint’s executive leadership, Employee Resource Groups, multicultural marketing, products and services, supplier diversity and our commitment to philanthropy, work together to ensure our inclusion and diversity strategies and initiatives are a priority for our employees and the diverse customer base we serve.

Sprint is committed to the growth and success of our Supplier Diversity initiatives and continues to explore and increase opportunities with a range of small and diverse businesses. As a utility member in the state of California, Sprint is committed to meeting the GO 156 goal of 21.5%. And in 2016, Sprint exceeded this goal and achieving 33.2% in CPUC first-tier spend.

Supplier diversity is an important business practice that promotes economic development by diversifying Sprint’s supply base. Contracting with minority businesses -- firms owned by people of color, women, service disabled veterans and LGBT persons, adds value and quality to our supply chain and to the company as a whole.

Sprint’s strategy to meet GO 156 goals involves procuring goods and services from both Tier I diverse CPUC suppliers, as well as Tier II suppliers, prime suppliers that subcontract to CPUC suppliers.

Annually, Sprint meets with a consumer protection agency, the Greenlining Institute, which reports on the utilities’ efforts to meet GO 156. We are happy to report that Sprint remains focused on procuring products and services from minority businesses that are certified in California and has once again exceeded the GO 156 goals. Overall, in Greenlining’s 2015 scorecard, Sprint earned top grades for its focus on supplier diversity in California: an A- for overall diversity business enterprises. In the woman’s-owned business segment, Sprint earned a B-. In the African American category, Sprint earned an A.

**ANNUAL REPORT**

**9.1.1 DESCRIPTION OF WOMEN, MINORITY, DISABLED VETERAN AND LESBIAN GAY BISEXUAL TRANSGENDER (WMDVLGBTBE) PROGRAM ACTIVITIES DURING THE PREVIOUS CALENDAR YEAR**

Sprint is committed to promoting the overall participation of women, minority, disabled veteran-owned, and lesbian gay bisexual transgender business enterprises (WMDVLGBTBE) in purchases of materials and services. The Supplier Diversity team administers the internal and external program activities for Sprint. Described below are the internal and external program initiatives conducted in 2016 to increase the utilization of WMDVLGBTBEs.

**SUPPLIER DIVERSITY PROGRAM**

Sprint continues to advance its Supplier Diversity initiatives through various efforts and established programs. Efforts include training, education, modification of Supply Chain Management policy, diagnostic tools for focused sourcing and tracking, identification and promotion of existing and new CPUC diverse suppliers, monitor and publication of score cards against objectives and vendor database maintenance. Programs include Business score cards, teaming with Sales for diverse subcontracting opportunities, incentive reward programs, sponsorships, hosting workshops, internal/external outreach, and supplier development and coaching. The combination of these efforts, programs, and other applications described herein have generated a robust CPUC initiative:

**Internal Program Activities**

**Chief Procurement Officer Organization**

Purchases made by Sprint are researched, negotiated and monitored by the Procurement organization headquartered in Overland Park, Kansas, in partnership with the Business Unit requiring the product or service. The Supplier Diversity program is housed under the Procurement organization to ensure that small and diverse businesses are considered during the procurement process.

Suppliers are required to register with Sprint and attach their certifications at [www.Sprint.com/supplierregistration](http://www.Sprint.com/supplierregistration). Supplier Diversity and the entire Procurement Department have access to Sprint’s electronic database that houses small and diverse supplier information and certifications, including CPUC certifications, that allows for tracking and sourcing opportunities, from initiation to completion. During the analysis phase of preparing a Request for Proposal (RFP), the Sourcing team, with support of Supplier Diversity, develops a list of suppliers that are qualified to fulfill the opportunity. The Supplier Diversity team queries the database to create a list of eligible small and CPUC certified businesses to include in the opportunity, in addition to searching the Supplier Clearinghouse database.

Supplier Diversity also partners with Sourcing teams to create and maintain updated Diversity Plans that aligns diverse suppliers, with specific categories, for inclusion in RFX opportunities.

**SUPPLIER DIVERSITY EDUCATION**

Sprint Supplier Diversity implemented an on-line course, which highlights how Sprint’s bottom-line is impacted by WMDVLGBTBEs, providing an opportunity for Sprint employees to learn more about the program. Upon releasing Sprint’s quarterly diverse spend results, employees are reminded and encouraged to take the on-line training course to further raise program awareness. Supplier Diversity recommended the course be merged into Sprint’s annual iComply course that requires 100% employee participation. Sprint HR agreed to evaluate merging the courses in 2017.

**SUPPLY CHAIN TRAINING AND OPEN HOUSE**

In December 2016, Supplier Diversity partnered with Sprint Sourcing in hosting an open house event, for approximately 100 Procurement professionals, whereby professionals who procure goods and services on behalf of Sprint had an opportunity to learn about the importance of supplier diversity and Sprint’s commitment in ensuring inclusion of CPUC suppliers in sourcing activities.

**e-SOURCING TOOL**

In 2016, Sprint transitioned to a new e-sourcing tool and Sprint Supplier Diversity was an important stakeholder in ensuring a robust system to capture CPUC suppliers and pertinent supplier information. This system is used for supplier registration, vendor queries and searches, Tier I reporting and collection of Tier II subcontracting. Supplier Diversity ensured the inclusion of the LGBT category in the new e-sourcing tool.

**SPEND DIAGNOSTICS**

Supplier Diversity utilizes spend diagnostics tools to deploy a number of strategic sourcing strategies around various categories to include small and diverse suppliers.

**RECOGNITION**:

To further increase diverse inclusion and spend, Supplier Diversity implemented an enhancement to the existing Supplier Diversity Reward Program that includes incentives for the sourcing team to include diverse suppliers in every possible RFP/sourcing opportunity. In 2016, Supplier Diversity set a goal of 65% diverse supplier RFx inclusion to further promote inclusion of diverse suppliers in every RFP. With each inclusion, Sourcing can submit for a quarterly drawing to win e-Points, based on number of diverse supplier inclusions, which can be used to purchase various catalogued items. Additionally, Sprint’s newly created Lifecycle Management team oversees inclusion of diverse suppliers in RFXs prior to publishing.

**QUARTERLY PERFORMANCE TRACKING**

The Supplier Diversity team communicates results across the Sprint organization in the following manner:

A detailed breakdown of Sprint diverse spend is tracked and reviewed on a quarterly basis. This reporting is broken down in various ways including large, small, ethnicity, gender, location, certification type (including CPUC), business unit, and several other factors. The Supplier Diversity team ensures the results of the supplier diversity achievements are communicated on a quarterly basis within the Procurement executive scorecard. The reports are reviewed and recommendations are made by Supplier Diversity, when appropriate, to ensure we meet our corporate goals and objectives that includes the 21.5% CPUC goal. The Supplier Diversity team quarterly publishes individual Business Unit diversity goals and quarterly results against the goals, on Sprint’s internal website. Also, articles are advertised re-enforcing the supplier diversity initiative and its impact on Sprint’s bottom line reminding employees to take the supplier diversity training course through the Sprint University.

Supplier Diversity continuously monitors the supplier base to ensure small and diverse suppliers are certified.

Supplier Diversity educates and informs diverse suppliers of CPUC certification, and encourages its diverse supply base to pursue CPUC certification. In 2016, Sprint’s efforts in this area reached over 100 suppliers.

Supplier Diversity initiated creation of a sales job aid to ensure that the Sales staff evaluate and incorporate, where possible, small and diverse supplier participation throughout the proposal process. In addition, Supplier Diversity proactively teams with the Sales and Distribution groups to identify diverse suppliers for subcontracting opportunities to meet diversity spend goals that are embedded in Sales contracts.

**SUPPLIER DIVERSITY REWARD PROGRAM**

This program challenges and rewards Buyers and Sourcing Managers, on a quarterly basis, to identify creative ways to procure more products/services from small and diverse businesses. In 2016, the program was further modified to include a goal of 65% inclusion of diverse suppliers in sourcing events. Based on diverse contract value and the number of diverse suppliers included in each sourcing activity, awards can range from 2,500 to 5,000 ePoints. This Program continues to motivate staff to remain focused on increasing Sprint’s spend with small and diverse suppliers. In addition, Sprint associates are recognized for their support of supplier diversity through various Sprint recognition programs. Recognition is awarded at Sprint’s Chief Procurement Officers (CPO) team meetings, as well as during the newly established Procurement Monthly Employee Recognition program. Company-wide recognition is also advertised on Sprint’s internal website.

In addition to internal recognitions, Sprint associates are also recognized by outside organizations for their efforts in growing diverse businesses, which entails public recognition, plaques and recognition in publications.

**SUPPLIER DEVELOPMENT**

In November 2016, on its campus location, Sprint hosted a diverse supplier spotlight forum for corporate executives, diverse supplier principals, procurement and supplier diversity staff, and leaders of community-based organizations, to come together in a private setting to listen and learn more about the diverse suppliers who live and work and serve our community. This Kansas City Procurement Roundtable (KCPRT) Spotlight included 17 diverse suppliers, across various industry segments and included several CPUC certified suppliers.

Sprint’s Supplier Diversity team, with support of Sprint’s sourcing staff, have the responsibility of ensuring that small and diverse suppliers have equitable opportunity to quote. Small, diverse and CPUC supplier development is supported in various ways:

* + - Recognize Sourcing professionals, during the Chief Procurement Officer (CPO) quarter Town Hall meeting, who have supported the Supplier Diversity program.
    - Collaborate with Sprint Sourcing Managers in coaching diverse suppliers for successful bids in future RFPs and RFIs.
    - Champion diverse suppliers in providing introduction opportunities internal and external.
    - Recognize and nominate deserving diverse suppliers for increased exposure and growth opportunities.
    - Ensure a procurement process with inclusion of as many diverse suppliers as possible.
    - Counsel and discuss subcontracting opportunities with diverse suppliers for potential Tier II opportunities.
    - Confirm the status of suppliers through the Supplier Clearinghouse to ensure accuracy.
    - Develop and promote company and procurement policy statements that demonstrate Sprint’s support for supplier diversity.
    - Introduce diverse suppliers to procurement staff who can guide them regarding how to respond to bids.
    - Promote and encourage staff regarding the incentive program that supports the supplier diversity program.
    - Continue to monitor the company’s performance and make any adjustments necessary to achieve the CPUC plan goals.
    - Reviewing requisitions for potential inclusion of minority, women, disabled veteran and LGBT owned businesses as well as other diverse business classifications.
    - Interviewing sales representatives representing small and diverse business who call upon Sprint Procurement to align with the appropriate Sourcing professionals.
    - Exchanging information on new and potential suppliers across Business Units.
    - Host introductions allowing an opportunity for diverse suppliers to demonstrate their company capabilities.
    - Supporting Sprint Business Units to meet specifically assigned annual diverse spend targets.

**External program activities:**

Sprint’s external program activities and outreach entailed:

* Being an active member of the California Joint Utilities Diversity Council (JUDC), which includes utility, energy, telecommunications and cable company members. As such, Sprint participates with the other Joint Utility members to share best practices and discuss regulatory initiatives and the CPUC Clearinghouse processes.
* Support financial scholarships for diverse suppliers to attend advanced business management programs.
* Collaborate with other external advocacy groups to share best practices and advance supplier diversity opportunities with the Technology Industry Group (TIG), the KC Procurement Roundtable, and many others.
* Attend and arrange for the attendance of company personnel at Business Opportunity Workshops, Minority Business Enterprise Seminars, Matchmaking events, Trade Fairs, and other supplier diversity initiatives.
* Developing relationships with Municipalities, Councils and other organizations to further assist in meeting and networking with diverse businesses.
* Public speaking by Procurement and Supplier Diversity staff to educate diverse businesses on how to do business with major corporations.
  + February 2016: Sprint sponsored the Thinking Bigger annual 25 Under 25 awards gala recognizing 25 small businesses, employing less than 25 employees. Sprint’s supplier diversity Manager, Joyce Christanio, serves on the Board. Flora Mayer, Sprint’s supplier diversity specialist, identified corporations for outreach to invite to the event, which is an avenue for corporate procurement professionals to meet with small businesses.
  + March 2016, Sprint was a sponsor of the Kansas City Metropolitan Community College Diverse and Women-owned Business Enterprise Exposition titled, “Making the Connection”. Sprint’s Supplier Diversity team, Joyce Christanio and Flora Mayer, met with suppliers to better understand their service/product offerings and provided information regarding how to register their companies with Sprint. Additionally, Sprint was the coffee sponsor.
  + May 2016, Sprint was a sponsor of Kansas City’s Asian Chamber of Commerce annual evening award gala where business leaders were recognized in the categories of: Professional Leader of the Year, Civic Leader of the Year and Entrepreneur Leader of the Year. Sprint’s Supplier Diversity team and other Sprint staff attended the event. Sprint’s director, Services & Enhancement, John Thong, is a board member.
  + May 2016, Sprint sponsored the Midwest Supplier Diversity 2016 Exposition: a matchmaking event connecting 100 diverse owned businesses with corporate members, government agencies, buyers and non-profit organizations.
  + May 2016, the Kansas City Hispanic Chamber of Commerce hosted a silent auction bid during the Comida conference. Sprint’s Chief Procurement Officer (CPO), Mariano Legaz, donated his time to a luncheon meeting with a CPUC-certified winner of the silent auction bid. The CPO provided direction and his support in helping the supplier navigate through Sprint. The supplier is successfully navigating through executive levels within Sprint.
  + August 2016, the executives who lead minority- and women-owned businesses in the Kansas City area sponsored a two-and-a-half-day program in Kansas City that could dramatically upgrade the leadership skills of 30 owners or CEOs of local businesses. The Tuck Kansas City Program is the first corporate collaboration in the country involving Tuck Executive Education at Dartmouth. Local entrepreneurs share business plans with Tuck’s faculty, which then offers advice on how to improve their businesses through focused marketing, financing and other strategic moves. Sponsors paying much of the program’s cost are Sprint, Burns & McDonnell, DST, Hallmark, Kansas City Power & Light and the City of Kansas City, Missouri. Additionally, other major corporations are showing an interest in participating in this opportunity. The Program is expected to be held annually, offering courses that support strategic business growth, costing each major corporation approximately $6K.
  + August 2016, Sprint was a sponsor of the National Association of Education Professionals (NAEP) diversity conference held in Kansas City. Sprint, along with support of a summer intern, met with suppliers who are interested in providing their products/services to Sprint. Suppliers were provided information on how to register with Sprint for RFX consideration as well as learning their point of contact to leverage Sprint’s internal Sourcing contacts.
  + September 2016, Sprint was a sponsor of the Asian American Chamber of Commerce of Kansas City’s annual golf tournament. The tournament is a networking opportunity for Asian Business Enterprises and corporate members to learn more regarding how to partner on existing and future contract opportunities.
  + In October 2016, Sprint was a co-sponsor of the NGLCC 5th annual Business Equality Conference “Connecting Passion to Product”, attended by business leaders from the corporate, government, and LGBT business community, providing information on topics including Supplier Diversity and why it’s important to be certified. Sprint shared the importance of CPUC certification to support GO 156 goals as well as being visible, within the Supplier Clearinghouse, to other Utilities.
  + October 2016, the United States Hispanic Chamber of Commerce (USHCC) named Sprint as a member of the USHCC Million Dollar Club, for the 7th year. The USHCC Million Dollar Club recognizes corporations that are leaders in Small Business development and stand out for integrating Hispanic Business Enterprises (HBEs) into their strategic sourcing and procurement process. Sprint was honored with this recognition, in front of approximately 1,000 attendees, during the USHCC National Convention held in Miami, Florida.
  + October 2016, Sprint’s Chief Procurement Officer (CPO), Mariano Legaz, participated in the United States Hispanic Chamber of Commerce (USHCC) conference serving as moderator of the CPO panel held in Miami, Florida. The USHCC’s goal is to develop and seek out opportunities for major corporations to support Hispanic Business Enterprises (HBEs). Sprint’s Supplier Diversity team, Joyce Christanio and Flora Mayer, managed one-one-one sessions with diverse businesses during the conference.
  + November 2016, Sprint co-sponsored “Remembering Those Who Served” Expo, a one-on-one business networking event, attended by corporate, government and community members held in Kansas City, MO.

**9.1.2 Attachment - WMDVLGBTBE Annual Results by Ethnicity**



**9.1.2 Attachment - Direct Spend - WMDVLGBTBE Direct Procurement by Product and Service Categories**



**9.1.2 Attachment - WMDVLGBTBE Subcontractor Procurement by Product and Service Categories**



**9.1.2 Attachment - WMDVLGBTBE Procurement by Standard Industrial Categories**



**9.1.2 Attachment - Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse**



**9.1.2 Attachment – Description of the number of WMDVLGBTBEs who have the majority of their workforce working in California:**

This information is not available to Sprint as The Supplier Clearinghouse does not provide access to this information.

**9.1.3 Attachment - WMDVLGBTBE PROGRAM EXPENSES:**



**9.1.4 DESCRIPTION OF PROGRESS IN MEETING OR EXCEEDING SET GOALS**

Sprint has a nationwide supplier diversity program with corporate goals. These goals are set from a corporate-wide perspective and entails the following categories:

**Minority Business Enterprise (MBE)**

* Asian
* African American
* Hispanic
* Indian-subcontinent
* Native American
* Service-disabled Veteran Owned
* Veteran-Owned
* Women-Owned (WBE)
* Small Business Enterprise (SBE)
* Small Disadvantaged Businesses
* HUBZone
* Section 8 (a)
* Lesbian Gay Bisexual Transgender Business Enterprise (LGBT)

In 2016, Sprint’s CPUC efforts and Tier I spend results of 32.8% exceeded the goal of 21.5%. Sprint is committed to continue to meet or exceed the CPUC goal.

**9.1.4 Attachment - WMDVLGBTBE RESULTS AND GOALS**



**9.1.5 Description of Prime Contractor Utilization of WMDVBLGBTBE Subcontractors**

Sprint places emphasis on extending the diversity efforts and outreach activities related to its prime vendors in subcontracting:

* Through the implementation of the Tier II program, the Supplier Diversity team works in conjunction with Sprint Legal to maintain current language for Supplier Diversity to be incorporated in prime contracts. This language includes a percentage utilization goal and quarterly reports.
* Supplier Diversity partnered with its Network deployment contractor, Mobilitie, to engage diverse and CPUC suppliers in subcontracting opportunities. Supplier Diversity developed a listing of national diverse and CPUC vendors, for consideration across the nation, by Sprint’s prime contractor.
* Facilitate introductions of CPUC suppliers to Sprint prime vendors for subcontracting opportunities.
* Encourage CPUC Value Add Resellers opportunities with Sprint major OEMs.
* Promote and introduce products/services offered by CPUC suppliers to the Technology Industry Group (TIG) members for consideration of subcontracting opportunities.
* Partner with Sprint Sales to engage CPUC suppliers as subcontractors in meeting potential customer proposal requirements.
* The Supplier Diversity team contacts prime suppliers to ensure their compliance with standard supplier diversity contractual language as well as their efforts for providing opportunities for diverse suppliers in their procurement activities.
* In 2016, Sprint modified both Tier I and Tier II diverse spend reporting to include the LGBT category.

**9.1.5 Attachment- Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors**



**9.1.6 A list of WMDVLGBTBE Complaints Received and Current Status**

Sprint has a policy for resolving supplier complaints in addition to the requirements of General Order 156. In 2016, there were no formal CPUC complaints filed against Sprint.

**9.1.7 Description of Efforts to Recruit WMDVLGBTBE Suppliers in Low Utilization Categories**

Sprint continues to seek opportunities for diverse suppliers within the financial category. And in 2016, Sprint utilized two minority-owned diverse firms for financial underwriting services, through its prime vendor, totaling $177.6K.

Sprint also continues to seek opportunities for diverse suppliers within the legal services category; Sprint utilizes women and minority owned vendors and is currently encouraging the suppliers to complete their CPUC certification so that other Utilities have access to their company profiles.

As an added incentive across the sourcing organization, a goal of 65% diverse supplier inclusion was established in 2016, to encourage diverse supplier inclusion in RFPs as often as possible.

**9.1.11 Fuel Procurement**

Sprint operates a small Sales fleet of 353 vehicles in the state of CA. Sprint does not operate or use a centralized fueling station. Sprint vehicles are located across the state and fuel is purchased on an on-demand basis at local stations.

**ANNUAL PLAN**

**10.1.1 Description of - WMDVLGBTBE Annual SHORT, MID, AND LONG-TERM Goals**

Sprint remains committed to utilizing established Supplier Diversity best practices in working to achieve WMDVLGBTBE goals. Sprint relies on the guidance contained in the California Public Utilities Commission General Order 156 to establish its Supplier Diversity Goals; Sprint remains committed to GO 156 by creating processes to work toward meeting GO 156 goals.

As Sprint continues to go through transformation, and a rapidly changing environment, we are unable to provide a forecast for each classification; however, Sprint is committed to meeting 21.5% spend with WMDVLGBTBEs in all areas of Sprint, as short, medium and long term goals.

**In the coming years, our efforts will focus on the following:**

* Targeting employees at every level to take part in our supplier diversity and CPUC efforts.
* Continue to monitor and increase spend in California and with CPUC suppliers.
* Continue to educate suppliers on the benefits of CPUC certification and of corporate responsibility and provide tools that help them meet our supplier criteria.
* Continue to bridge the digital divide, through a 5-year commitment to bring broadband access and technology to disadvantaged students on a national level.
* Targeting our community support in areas most relevant to our business, customers and employees.

**10.1.1 Attachment Table - WMDVLGBTBE Annual SHORT, MID, AND LONG-TERM Goals:**

As referenced in section 10.1.1 above, Sprint is transforming; therefore, this section is purposely left blank. However, Sprint will continue focusing on GO 156 goals.

**10.1.2 Description of WMDVLGBTBE Planned Program Activities for the Next Year (2017)**

**Internal Efforts:**

The Supplier Diversity Department will continue to work closely with the Procurement team to include CPUC suppliers in the purchasing process.

Sprint’s Master Agreements with large suppliers require annual diverse utilization goals ranging between 5% - 13% of contract spend. Sprint’s major suppliers are requested to respond to a Request for Information, in order to submit quarterly diverse spend results into Sprint’s electronic tool with CPUC utilization results.

Sprint will continue to introduce CPUC suppliers to Sprint’s major suppliers in support of meeting their subcontracting utilization goals under Sprint contracts.

Sprint will continue to work with the Network teams and engage CPUC diverse suppliers in the major Network densification projects.

Sprint will continue to facilitate CPUC supplier introduction to Sprint’s internal Stakeholders.

Search the CPUC databases for inclusion of WMDVLGBT suppliers in sourcing events;

Exchange information regarding new and potential suppliers with Sprint’s counterparts within other corporations and industry groups.

Monitor and report procurement activity.

Team with Sprint Sales to meet or exceed proposal/contractual diverse supplier requirements.

Host Sprint executive and Small Business principal introductions allowing an opportunity for the small and CPUC suppliers to demonstrate their company capabilities.

Continue challenging and supporting Sprint Business Units to meet specifically assigned annual targets with diverse suppliers.

Maintain and develop new relationships with Municipalities, Councils and other organizations to provide National public speaking by Supply Chain Management and Supplier Diversity staff to educate small and diverse businesses on how to do business with major corporations.

**External Efforts:** activities planned for the next calendar year:

Sprint continues to strive toward a robust supplier diversity program which includes a focus on CPUC spend, outreach and recruiting campaign. The 2017 year anticipates outreach and recruiting events to include, but are not limited to, the following (upon Sprint executive approval) along with the use of their databases or support:

* + Technology Industry Group (TIG)
  + Asian American Chamber of Commerce of Kansas City
  + United States Hispanic Chamber of Commerce
  + California Utilities Diversity Council
  + California Public Utility Commission Joint Utilities meetings
  + California Clearinghouse (Thesupplierclearinghouse)
  + Internal Company Database
  + CVM Solutions Database
  + Small Business Administration (SBA.gov)
  + City of Chicago
  + City of Kansas City, Missouri
  + Somwba.state.ma/Business Directory: <http://www.somwba.state.ma.us>
  + Dynamic Small Business Search: <http://dsbs.sbs.gov/dsbs/search/dsp_dsbs.cfm>
  + Women-Owned Small Business: <http://www.womenbiz.gov>
  + The SBA’s HUBZone website: <https://www.eweb1.sba.gov/hubzone/internet>
  + Veteran-Owned Small Business: <https://www.vetbiz.gov>
  + [www.Sam.gov](http://www.Sam.gov)

Prior to attending conferences, Supplier Diversity teams with Sprint’s Procurement team to create a sourcing plan that allows the Supplier Diversity team to proactively seek out small and CPUC diverse businesses for existing and upcoming procurement opportunities.

**10.1.3 Plans for Recruiting WMDVLGBTBE Suppliers in Low Utilization Areas**

Sprint will continue its commitment to recruiting and developing WMDVLGBTBE talent in traditional, non-traditional, and low utilization areas. Sprint will continue to evaluate low utilization areas in our Procurement processes and evaluate strategies to address these issues. The Supplier Diversity team will continue to work with Sourcing Managers and key Business Units to identify corporate-wide procurement opportunities and align them to potential or existing diverse suppliers in low utilization areas as contracts near contract term with non-diverse suppliers.

Sprint enabled the LGBTBE CPUC classification for Tier I and Tier II in 2016 and will continue to monitor inclusion in RFPs and sourcing activities, in addition to encouraging prime vendors to do the same.

Sprint will continue to mentor and coach LGBT and other existing CPUC suppliers to increase spend opportunities.

**10.1.4 Plans for Recruiting WMDVLGBTBE Suppliers where Unavailable**

Sprint targets diverse suppliers pursuant to available opportunities within Sprint business units or as contracts near end of term.

**10.1.5 Plans for Encouraging Prime Contractors to Subcontract WMDVLGBTBE Suppliers**

Sprint plans to continue undertaking the following activities in 2017 to encourage prime suppliers to increase subcontracting opportunities for WMDVBLGBTBEs:

Continue working closely with its Network prime vendors in ensuring subcontracting opportunities and inclusion of CPUC suppliers in the execution of the Sprint national network densification efforts. Subcontracting in these areas include such services as site development, engineering, environmental, permitting, zoning, consulting, management, construction and maintenance.

Sprint plans to continue to work with its prime facilities management providers to ensure inclusion of diverse and CPUC suppliers, as subcontractors, in the real estate development and maintenance categories, for Sprint facilities and Sprint retail stores.

Sprint plans to continue to emphasize the importance of subcontracting a significant portion of its contingent labor/staffing providers with certified diverse vendor because we understand that “staffing” is a diverse rich industry. In 2016, 58% of labor subcontractors were diverse.

Continue to maintain and enforce Sprint’s Master Agreement language which requires suppliers to subcontract an annual diverse utilization goal ranging between 5% - 13% of their annual contract spend.

**10.1.6 Plans for Complying with WMDVLGBTBE Program Guidelines**

Sprint will continue to strive to meet the goals and guidelines as established in General Order 156. Funding events must be approved by executive management:

* Sprint Supplier Diversity will continue to champion and advocate for CPUC diverse supplier inclusion in Sprint procurement opportunities, both direct and indirect, across the nation.
* Identify CPUC suppliers through the Supplier Clearinghouse and other databases mentioned in section 10.1.2 of this Filing.
* Encourage diverse suppliers, who provides national products/services, to obtain CPUC certification.
* Introduce CPUC suppliers to internal Sprint stakeholders and to Sprint prime vendors.
* Continue to collaborate with other corporate members and industry groups in sharing and exchanging diverse supplier information for inclusion opportunities.
* Provide sponsorship opportunities for technical assistance and education programs such as the Tuck School of Business Executive Education Program for diverse suppliers.
* Continue to be an active participant in the Joint Utilities Diversity Council (JUDC), sharing and addressing CPUC goals.
* Maintain diversity plans for Sprint’s Sourcing teams for use with business units ensuring inclusion of CPUC suppliers.
* Continue to attend trade fairs and provide sponsorships of various outreach activities.
* Continue to host B2B Networking, Lunch-and-Learn, and “How to do Business with Sprint” events at the Sprint campus, for diverse suppliers, inviting community-based organizations and other major corporations.
* Continue supplier development and coaching through one-on meetings with Supplier Diversity, CPO and other Sprint executives and staff.
* Continue to educate and raise awareness of supplier diversity through the Supplier Diversity Training course, offered online to all Sprint associates as well as during Sprint’s quarterly Chief Procurement Officer’s (CPO) team meetings.
* Continue to Reward and Recognize Sprint employees who embraces Sprint’s program. Additionally, a project is underway to recognize several of Sprint’s majority suppliers, on site, who embraces Supplier Diversity.