



## AT&T Global Supplier Diversity

Live true. Think big. Pursue excellence.  
Inspire imagination. Be there. Stand for equality.  
Embrace freedom. Make a difference.

**2020 Annual Report** **2021 Annual Plan**

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## Letter from Rhonda Johnson, President of AT&T California



As AT&T rises to meet the challenges brought on by the pandemic, our top priority continues to be the safety and well-being of our employees, customers, and the communities we serve. We are committed to meeting California's connectivity needs by providing access, support, and solutions through communications technology. Although we have been adapting over the past year to our new reality, our dedication to assisting our customers and supporting our communities will never waver.

**I am pleased to share that in 2020 AT&T's diversity spend in California exceeded \$1.6 billion with diverse business enterprises.**

As detailed in our report, Direct (Tier-1) spend with diverse suppliers decreased year-over-year by \$86 million while Sub-contracting (Tier-2) spend *reduced by \$774,000*. AT&T's combined supplier diversity percent was 21.1%, a slight decline from 2019. Even in the face of the unprecedented challenges of 2020, AT&T continues to invest in California's minority, women, service-disabled veterans, and LGBT-owned businesses.

We are proud to be one of the first corporations in the U.S. to have a supplier diversity program. Since 1968, AT&T has been a longstanding leader in supplier diversity by identifying and promoting diverse businesses for contract opportunities as both prime suppliers and subcontractors. A resilient supply chain is mission-critical to supporting our business operations, and Supplier Diversity has long been an essential component of our identity. Our supply chain process embraces the AT&T culture of ensuring that diversity and inclusion are top-of-mind in all our corporate endeavors, including supplier selection.

As we emerge from the pandemic and AT&T invests in new technologies critical to keeping California connected, we will continue making targeted efforts to ensure that diverse businesses are part of that transformation.

Sincerely,

A handwritten signature in black ink that reads "Rhonda J. Johnson". The signature is fluid and cursive, with a large initial "R".

Rhonda Johnson  
President of AT&T California

## Introduction

In accordance with California Public Utilities Commission (CPUC) General Order 156, AT&T submits this report on goods and services procured from certified Supplier Clearinghouse minority, women, service-disabled veteran, and lesbian, gay bisexual and transgender businesses (M/W/DV/LGBTBE) in 2020. AT&T's Supplier Diversity organization, operating within AT&T's Global Supply Chain, provides programming oversight for AT&T and its subsidiaries. Results documented in this report include AT&T California (U 1001 C), AT&T Corp. (U 5002 C), AT&T Long Distance (U 5800 C), and the collective wireless companies AT&T Mobility Wireless Operations Holdings Inc. (U 3021 C), New Cingular Wireless PCS, LLC (U 3060 C), and Santa Barbara Cellular Systems, Ltd. (U 3015 C), doing business as AT&T Mobility. Except where specified, these affiliates are collectively referred to as "AT&T".

This report showcases 2020 key activities within our organization and procurement achievements from certified Supplier Clearinghouse Minority, Women, Service-Disabled Veteran's and Lesbian, Gay, Bisexual, and Transgender business enterprises (M/W/DV/LGBTBEs). The report also includes 2021 program objectives and purchasing goals.

# Overview of California Diversity Purchasing Achievements

AT&T Annual CPUC Filing 2020			
AT&T	2020 Total Spend \$	Supplier Diversity Spend \$	2020 Diversity %
AT&T WEST - California	\$1,935,530,620	\$482,735,956	24.9%
AT&T Mobility - California	\$4,854,774,541	\$951,868,524	19.6%
AT&T Communications of California	\$800,952,598	\$166,954,683	20.8%
AT&T Long Distance - California	\$46,404,409	\$11,946,109	25.7%
<b>AT&amp;T CALIFORNIA (Combined Company)</b>	<b>\$7,637,662,168</b>	<b>\$1,613,505,273</b>	<b>21.1%</b>
Note: AT&T Communications subsidiary includes spend for AT&T Teleport, a registered AT&T company in CA			

AT&T’s combined diversity spend totaled \$1.6 billion for 2020, compared to \$1.7 billion in 2019. Direct (Tier-1) spend with diverse suppliers decreased year over year by \$86 million while sub-contracting (Tier-2) spend decreased only by \$774 thousand. The overall AT&T supplier diversity spend percentage was 21.1%, which is below goal and represents a decrease over previous year results of 22.4%.

In general terms, spend with diverse suppliers decreased during 2020 because overall spend on AT&T’s wireline business declined by \$336 million – an area with strongest diverse representation. This reduction in overall spend with diverse suppliers in California mirrors AT&T’s national trend for all suppliers. Despite challenges during 2020 the AT&T Supplier Diversity team implemented new diversity solutions in AT&T’s wireless business that helped mitigate declines in other areas.

At the subsidiary level, GO 156-reporting companies AT&T California and AT&T Long Distance exceeded the 21.5% goal. AT&T Mobility supplier diversity spend improved from 19.4% in 2019 to 19.6% in 2020, while overall diversity spend increased by \$54 million. As reported in previous filings, diversity spend in AT&T Mobility is hampered by purchases of wireless devices. These devices are designed, developed, and manufactured outside of the United States and have controlled, limited and very non-diverse distribution channels that are out of AT&T’s control.

## Commitment to Diversity

While 2020 presented unforeseen economic challenges due to the COVID-19 pandemic, AT&T remained steadfast in its commitment to serve certified minority business communities in California. AT&T's culture drives our mission of promoting diverse supplier inclusion in our businesses and Supply Chain while expanding opportunities. In 2020, AT&T executed plans to achieve spend goals with Minority (MBE), Women (WBE), Disabled Veteran (DVBE) and the Lesbian, Bisexual, Gay, and Transgender (LGBT) business community through the following activities:

- Connected with diverse businesses through virtual platforms and events
- Promoted contracting opportunities through sponsored external constituency groups
- Recommended M/W/DV/LGBT business enterprises for corporate contracts through RFPs
- Monitored, measured and communicated with Prime Suppliers for greater engagement
- Strengthened internal relationships with business units and supply chain leaders
- Promoted executive engagement with diverse businesses
- Reorganized roles and responsibilities on the Supplier Diversity team to provide expanded commodity coverage
- Tracked key supplier metrics in workforce diversity and inclusion and diverse job creation.

AT&T's engagement strategy helped facilitate **\$1.6B** in direct and in-direct contracts to certified Supplier Clearinghouse diverse businesses in California. This report provides a description of key initiatives executed last year to expand opportunities for diverse businesses.

## 9.1.1 Description of Supplier Diversity Program

Our Supplier Diversity program seeks to make meaningful and measurable contributions to the economic growth of diverse companies and communities. Through our program, we aim to stimulate job growth and be a catalyst to encourage diverse business development.

Minority, Women, Disabled Veteran and LGBT owned suppliers bring value to AT&T by providing innovative and cost-effective solutions. These solutions help deliver world-class products and services to our customers. As a component of our efforts, we have established a California Supplier Diversity Annual Plan. The plan's goal is 21.54% for California Supplier Clearinghouse certified diverse vendors – 15% with minority businesses, 5% with women businesses, 1.5% with disabled veteran businesses and .04% with lesbian, gay, bisexual and transgender businesses.

The program success was achieved through executing our Supplier Diversity Pillars (supplier metrics, education & business fostering, and Tier-2 achievements), as well as organizational modifications and collaborating with AT&T Sourcing and business units.

### Internal Programming

#### **Executive Advocacy**

AT&T executives play an essential role in Supplier Diversity's success. We believe our success begins at the top. Our CEO, John Stankey, issued the following statement "Through our Supplier Diversity program, we aim to make meaningful contributions to the economic growth of diverse companies and communities. We value the innovation and fresh ideas that diverse businesses bring to the table, and we're committed to providing resources that can help drive their development and success."

This commitment is embraced by supplier diversity leadership, senior-level managers, and business unit leaders who drive our business opportunities. Our leaders underscore their commitment by conducting meetings with suppliers and discussing AT&T business direction and opportunities, which provides invaluable access to diverse businesses at higher levels of our company. Supply Chain professionals collaborate with the Supplier Diversity team and strive to include certified diverse firms in each sector of our supply chain. This group of professionals provides quarterly executive

dashboard reports to senior leadership keeping them accountable and informed about our Supplier Diversity metrics and overall spend results.

### **Supplier Diversity Sourcing Managers**

AT&T's Supplier Diversity Program places significant emphasis on our supplier advocacy efforts. Our Senior Supplier Diversity Sourcing Managers are aligned to support specific category areas and the sourcing team is responsible for managing a commodity category throughout the procurement process. The managers also have the responsibility to work with AT&T business units that utilize the services and products within that category. This approach has allowed collaboration with key business partners, enabling our team to advocate for diverse vendors effectively.

The Senior Supplier Diversity Sourcing Managers actively engage with the procurement teams in the evaluation and decision-making process to increase diverse utilization during contract awards. We have implemented quarterly review sessions with AT&T executive leadership to highlight diverse spend results. In 2020, the diversity team conducted over 500 advocacy meetings with our business unit and sourcing clients, keeping diversity at the forefront of decision making and diverse supplier success.

### **Procurement Enhancements**

AT&T's Supplier Diversity program is taking measures to make enhancements to its supplier information management process. This process will involve implementing a database portal to manage the activities performed with diverse suppliers. This database will not only manage supplier data and activities more effectively but also will allow Supplier Diversity advocates to gain access to real-time diversity classifications during buying decisions, access to an active global supplier diversity database, as well as the ability to track efforts for engaging suppliers. The new system will also allow AT&T to track diverse spending, monitor compliance within corporate policies, and manage communications with prospective suppliers. AT&T expects to activate the new database portal by the second quarter of 2021.

### **AT&T Supplier Registration Process**

During 2019 AT&T Supplier Diversity established a process to respond to all new diverse supplier registrations upon completing registration. All new submitted registrations into our supplier portal



at [www.attsuppliers.com](http://www.attsuppliers.com) are reviewed and forwarded to the appropriate Supplier Diversity Sourcing Manager for screening. This process enables our team to respond to diverse suppliers appropriately and timely when registered in our database. In 2020 the supplier diversity team received over 1000 registrations, of which 20% were from California diverse businesses.

AT&T supplier portal breakdown of 2020 diverse registrations from California were as follows:

Category	%
Female	10%
Hispanic Owned	24%
Asian Owned	19%
Black Owned	17%
Other/Multi-Ethnic	9%
DVBE	15%
LGBT	5%
Native American Owned	1%

Below are the top five 2020 California vendor commodities in AT&T’s portal:

Top 5 Commodities in CA	%
Consulting & Temporary Services	18%
Real Estate: Construction, Maintenance, Management & Waste Disposal	13%
Advertising & Marketing	10%
Office Supplies	7%
Human Resource Services	6%

## **Business Fostering**

Business to Business Mentoring and Business Fostering are two initiatives within our program that promotes scale and capacity for many of our diverse suppliers, which leads to business growth. These activities are also implemented with our Prime Suppliers. AT&T's Supplier Diversity program has been a catalyst to connect diverse suppliers to our Primes or Tier 1 vendors for Tier 2 subcontracting opportunities. Over the years, we have evolved this program to include strategic Tier 2 mentoring solutions within our supply chain. Many of our Primes have fostered and developed diverse suppliers by crafting innovative solutions utilizing diverse suppliers for key project implementation. This strategy led to diverse suppliers gaining a direct contract with AT&T, expanding the capacity of their business, and gaining knowledge from a larger supplier base within the same commodity area.

As a global and national business that provides products and services across the country, we must conduct business with suppliers where our customers and employees work and live; engaging local companies is also a part of our program execution. We extend outreach to local and regional business groups and organizations in various communities. For example, we identified one of our prime suppliers expanding its business with AT&T, and the Senior Supplier Diversity Sourcing Manager referred a small diverse local business to augment the prime supplier's capacity. As a result, this solution for what would typically be considered a national opportunity benefited a diverse local business. This degree of the business fostering solution resulted in significant diverse spend. The prime supplier needed to expand and acquire additional warehouse staffing and thus received more direct support from the diverse local business. This is an example how prime suppliers can assist with generating opportunities for smaller diverse businesses and yield economic growth for local communities through strategic solutions.

AT&T continuously works with our prime suppliers to facilitate business fostering and business to business mentoring opportunities by increasing their utilization of Tier-2 diverse suppliers. The implementation of Diversity and Inclusion measurements of our suppliers is intended to highlight the importance of a diverse workforce, which impacts diverse local communities. Supplier success is measured not only by their Supplier Diversity program, but also in the areas of their Diversity & Inclusion of their workforce and their Sustainability efforts during quarterly supplier

review sessions. The attention and awareness by our diversity team and AT&T leadership to these metrics generate the opportunity for greater engagement for business fostering and mentoring.

### **AT&T Supply Chain Evolution – *Risk Mitigation***

As a communications and technology leader, AT&T regularly evaluates its business transformation and evolution. AT&T Global Supply Chain (GSC) plays a significant role assessing how the business will adapt to these changes. In 2020, GSC began a series of rationalization projects that would either consolidate supplier lists or eliminate legacy projects.

To maintain the level of diverse suppliers within the supply chain, the Supplier Diversity team evaluated potential impacts to our minority supplier pipeline. The group identified diverse suppliers at risk for removal, identified areas of risk that would impact several diverse suppliers, and launched an internal outreach strategy. The advocacy efforts of the AT&T Supplier Diversity team helped maintain California suppliers and resulted in the business group retaining approximately 50% of potentially impacted MBEs. Although rationalization efforts are ongoing, the Supplier Diversity team strives for a zero-net change for diverse suppliers.

### **Pandemic Procurement**

As AT&T responded to the COVID-19 pandemic, the health and safety of our employees and customers was a top priority. Many of our employees now work from home while other front-line workers continue to provide critical customer support. Our supply chain team worked determinedly to procure non-medical grade pandemic-related suppliers for our frontline employees. The demand from businesses across the world was staggering, and finding ample supply was challenging and difficult. The need for pandemic-related supplies quickly became a sourcing priority. Diverse suppliers were able to pivot business operations to manufacture and deliver supplies to AT&T.

Suppliers who came through for AT&T and delivered weren't the large recognizable brand name companies of the world, but rather diverse suppliers with whom we've nurtured relationships. One such supplier is Overland-Tandberg located in San Ramon, CA. Overland-Tandberg, a minority-owned business responded to AT&T's need to provide pandemic related supplies to our employees across the globe. Our team recognized that Overland-Tandberg had the ability and capacity to

provide innovative business continuity solutions to customers in over 90 countries. The firm made a strategic pivot to make available resources to meet AT&T's worldwide requirements within weeks. Their unique capabilities helped us to manage and support our workforce during a critical time.

## External Programming

By the end of February 2020, the COVID-19 pandemic required our team to make programming adjustments to determine how to support external organizations fiscally and operationally. While AT&T curtailed most corporate travel for the remainder of the year, support for events continued with Community-Based Organizations (CBOs) and certification agencies in virtual settings, enabling the team to participate in variety of different forums to connect with minority businesses across the state.

In 2020, we refreshed our managers' roles and responsibilities within the Supplier Diversity organization by incorporating technical training. Included in our 2020 plans were a series of technical assistance programs delivered through virtual workshops, executive education scholarships, conferences, and mentoring. The section below provides a description of AT&T's key achievements in support of California Public Utilities Commission General Order 156 technical assistance and capacity building programs.

## Technical Assistance Achievements

### **COVID Relief Support**

As the country began to experience the effects of the COVID-19 pandemic, we witnessed the tremendous strain it was putting on small businesses across the United States, particularly women and minority-owned small businesses. These businesses are critical building blocks of their communities, and many are a part of AT&T's supply chain. To provide support, AT&T Supplier Diversity made \$2,500 - \$5,000 grants, totaling \$100,000, to regional Minority Supplier Development Councils and Women's Business Enterprise Council's Regional Partners around the country. The organizations selected were in states that were experiencing the most severe challenges. The California-based organizations that received assistance were:

- Southern California Minority Supplier Development Council (SCMSDC)
- Western Region Minority Supplier Development Council (WRMSDC)
- Women's Business Enterprise Council (WBEC) - Pacific
- Women's Business Enterprise Council (WBEC) – West

Certification processes are necessary for diverse companies to work with corporations and other companies seeking diversity in their supplier relationships. Grants helped women-owned and minority-owned business with \$1M or less in annual sales revenues defray certification and re-certification costs. Each local chapter administered the distribution of funds in order to optimize the benefit to their members.

### **Diversity Conferences & Workshops**

By March 2020, virtual events became the standard offering for Community Based Organizations and Minority Councils, which enabled AT&T to connect with the minority business community. While transitioning to these new platforms was not an easy task for most, AT&T employees were accustomed to a virtual world and easily transitioned into this unique setting.

AT&T Supplier Diversity is proud to report that 31% of our event participation was out of California, with another 23% in national platforms. Also 42% of the California forums encapsulated educational workshops to help advance MBEs technical capacity and support their efforts to either secure a future contract within our corporation or another corporate supply chain.

### **Virtual Workshops**

In collaboration with leaders from minority advocacy organizations and peers from the Joint Utilities, AT&T either led or participated in 10 virtual educational workshops last year. These web-based forums engaged groups ranging from intimate settings (10 diverse businesses) to full broadcasts supporting over 800 attendees.

### **Joint Utilities Webinars**

As the pandemic gained momentum, new requirements mobilized corporate supply chains to seek suppliers that provided products and services to mitigate the virus' transmission and enable companies to maintain operations, continue serving customers, and provide a safe environment for employees. In a relatively short time, Personal Protective Equipment (PPE) and other pandemic-

related supplies became difficult to acquire, causing many corporations to seek out businesses with the ability to fulfill their operational needs and meet COVID-19 local, state, and federal mandates.

AT&T joined forces with a handful of Supplier Diversity professionals from the California Joint Utilities (JUs) to deliver a series of webinars to attract new suppliers. Last year, AT&T collaborated with some of the largest utilities in California to conduct four virtual workshops for diverse suppliers to understand our COVID-19 sourcing requirements, explain how our respective organizations were supporting the community, and next-steps to connect with our respective teams. These sessions generated over 1,000 attendees and enabled AT&T to refer 50 California businesses for sourcing opportunities.

### **Supplier Preparedness Workshops**

The number one priority of our Supplier Diversity program is to match minority suppliers with corporate contracting opportunities. While AT&T's Global Supply Chain executes thousands of agreements annually, securing a contract with a complex corporation such as ours often requires patience and a systematic approach.

To demystify our sourcing processes, the team sought community engagement opportunities to provide navigation tips to potential suppliers. During 2020, we delivered six supplier preparedness workshops that covered topics such as:

- Elements of an effective communication document
- Operational landscape and upcoming projects at AT&T
- How to find corporate contracting opportunities
- Sharing diversity success stories
- The strategic advantage supplier diversity brings to AT&T
- Demonstrating your value to a global supply chain

With the vast number of diverse businesses in California, delivering educational workshops has been a practical and effective approach to support the minority business community and assist in connecting with future suppliers. Last year's seminars engaged over 1,300 businesses from California and around the nation.

## **Minority Conferences**

Diverse business conferences experienced a slight decline compared to previous years; however, over 50% of AT&T's event engagements were conducted in California to connect with local minority organizations. Listed below is a snapshot of the top 2020 meetings supported by AT&T Supplier Diversity:

- Western Regional Minority Supplier Development (WRMSDC) Council Prime Time – 2/20/2020
- Virtual Supplier Sessions with Utilities – 4/9/2020 & 4/23/2020
- WRMSDC COVID Opportunities – 4/22/2020
- WBEC West CEO Success Community Virtual Engagement – 4/30/2020
- NGLCC Sip & Pitch – 5/15/2020 & 7/17/2020
- WBEC Pacific Matchmaker – 6/25/2020
- Disability: IN Annual Conference – 7/13-16/2020
- WRMSDC Matchmaker – 8/27/2020
- African American Utility Educational Series - 9/4/2020
- Southern CA MSDC B3 Conference & Expo – 9/17/2020
- U.S. Hispanic Chamber of Commerce National Convection – 9/28-29/2020
- 2020 Veterans in Business National Conference 10/12-13/2020
- National Minority Supplier Development Council National Conference - 10/26-29/2020
- Asian Business Association of Orange County (ABAOC) BizCon - 11/5/2020
- NGLCC Communities of Color Matchmaker 11/10/2020
- CPUC Matchmaking/Virtual Conference 12/1-2/2020

## **AT&T Environmental Health & Safety Workshop**

In October 2020, the Supplier Diversity team sought to increase Environmental Health & Safety (EH&S) engagement by arranging a one-day virtual summit event. The goal of the event was to raise awareness of opportunities within AT&T's environmental program, stimulate the interest of diverse suppliers within the EH&S business unit and drive efforts to achieve a larger pool of competitive suppliers to align with our corporate goal of increasing spend with minority businesses.

Senior managers from EH&S, in collaboration with the Supplier Diversity team, launched a nationwide search to invite the top minority businesses from around the country to attend this conference. The agenda commenced with a webinar to introduce the diverse suppliers to the stakeholders and identify EH&S near-term projects. Following the webinar, AT&T representatives invited suppliers to a virtual matchmaker session to bridge MBE connections for upcoming corporate projects. AT&T hired a M/DVBE technology firm to manage the virtual summit by pairing suppliers based on NAICs codes provided by EH&S stakeholders with diverse suppliers registered. The meetings were 15-minute video appointments between matchmaking participants and an EH&S business unit member or a supplier diversity advocate.

Most of the supplier participants represented storage tank testing, maintenance and repair, emergency planning expertise, air permitting, regulated waste, app development, and environmental site assessments. With the assistance of key stakeholders, the virtual summit successfully introduced 18 new diverse businesses to the EH&S pool of suppliers (primarily from California).

### **LGBT Engagement**

AT&T is proud of our accomplishments with the Lesbian, Gay, Bisexual and Transgender community. Engaging with the Lesbian, Gay, Bisexual, Transgendered (LGBT) business community continued to be a key objective for the Supplier Diversity team. The certified population of LGBT businesses includes a significant number of firms in the professional services arena. Although this is area currently presents limited opportunities, the Supplier Diversity team successfully identified and engaged high potential prospects. Several of these suppliers were recommended for RFPs, as well as formal and informal mentoring opportunities. Guided by our California .04% LGBT procurement goal, the team was able to accomplish the following:

- Attend ten virtual LGBT community events
- Vetted 62 LGBT companies, 19% from California
- Referred seven LGBTBEs for RFPs; two awards (1 Clearinghouse supplier)
- Enlist influential decision makers (*Primes and AT&T Business Units*) to participate in matchmaking sessions
- Formally mentor two California NGLCC certified businesses
- Secured 22 high potential LGBT suppliers for future projects



- Sponsored NGLCC’s Community of Color initiative
- Executed two Master Service Agreements with new LGBT businesses (one in CA); one of which was in the corporate real estate space and the other in mobile phone accessories (retail)
- Continuous collaboration with select California LGBT leaders
- AT&T Supplier Portal – 5% are LGBTBEs, 18% located in California

In addition to broader community efforts, AT&T participated and had an active role with fellow GO 156 Joint Utility (JU) peers in developing an LGBTBE spend target. The evaluation process took several months and by the end of the year, the JUs collectively provided the CPUC Business and Consumer Outreach organization with a recommended LGBT attainment goal.

### **AT&T Real Estate Organization**

AT&T’s Real Estate Organization (REO) includes Design & Construction and Property Management. REO manages all of AT&T's real estate-related needs, including property management and maintenance, office space, fire safety, building security, design, and construction, and more.

In 2020, the REO team conducted a Request for Proposal (RFP) for General Contractors within the western region. A total of 13 companies, both diverse and non-diverse, participated in the RFP process. The team selected five vendors to support the region. After RFP, all five final selections for Tier-1 General Contractors were diverse firms resulting in 100% diverse representation from the western region.

Specific to our retail store outlets in 2020, AT&T included diverse companies in projects that supported decommissioning of certain AT&T stores across the country. The Supplier Diversity team introduced a new minority supplier to the contracting organization, and this California- based contractor was awarded 58 retail decommissioning projects. AT&T anticipates a steady cadence of contracting opportunities throughout 2021 in the area of design and construction for California minority businesses, including landscaping and electrical services projects for parts of Sacramento and Central Valley areas.

The Property Management team sought suppliers to provide janitorial, security guards, and facility maintenance to our central offices and retail locations. Last year, a California diverse company

supporting a section of the region was awarded additional territory. AT&T facilitates the growth of our existing diverse suppliers by expanding their scope within our supply chain and enables the ability for them to thrive as they master scalability while maintaining quality in performance.

Historically, diverse results for the Real Estate Organization have been very stable in both Tier-1, and Tier-2 spend for AT&T's Supplier Diversity program. We anticipate this category will remain an active space for current and prospective California-based diverse suppliers.

### **Executive Education**

Supplier executive education has been a longstanding initiative within the AT&T Supplier Diversity Program. While the COVID-19 pandemic disrupted some of our programmatic plans, we remained steadfast in awarding scholarships to diverse suppliers for some of the best executive education programs in the United States.

**WBENC WeTHRIVE** - With the uncertainty and unprecedented economic changes due to the COVID-19 crisis, AT&T Supplier Diversity immediately connected with WBENC and funded three Women Business Enterprises (WBE) to attend a new program, "How to Develop a Flexible and Nimble Organization in Times of Uncertainty and Crisis," launched in mid-July 2020. The sponsored WBEs participated in a 2-month virtual program based on their unique business challenges across three tracks (Survive, Grow and Thrive). The program courses were Leadership & Communication, Financial Management, Business Strategy, Operations & Human Resources, and Marketing & Sales.

The demographics of the 2020 WeTHRIVE program included a diverse group of participants nationwide:

WeThrive Participants	%
Black	23%
Asian	10%
Hispanic	7%
California	9%

**AT&T Business Growth Acceleration Program** - In 2020, AT&T successfully continued the Business Growth Acceleration Program (BGAP) and sponsored diverse business owners to attend our national mentorship and education program, 10% from California. The five-month program offered virtual sessions on strategic growth planning, leadership, employee engagement and motivation drivers, innovation culture, business diversification, market research, finance, scenario planning, and technology for engagement and retention. In addition to the twelve two-hour sessions, participants were matched to an experienced mentor for five sessions.

The mix of virtual instruction and one-on-one mentorship was designed to transfer knowledge and change behavior, resulting in better business practices. The 2020 graduating class culminated with a final business plan presentation to assigned mentors and an AT&T panel that provided guidance and feedback in their respective categories. After the program, participants were assigned to a Sr. Supplier Diversity Sourcing Manager for further vetting and engagement for opportunities within AT&T.

## **AWARDS**

AT&T was proud to be recognized for its Supplier Diversity program national, regional and local levels. These awards represent the commitment of our leadership, hard work of our employees and Supplier Diversity team. 2020 Awards and Recognition:

- DiversityInc Top Companies for Supplier Diversity
- Women's Business Enterprise National Council (WBENC) America's Top Corporation for Women Business Enterprises
- OmniKal America's Top 50 Corporation for Multi-Cultural Business Opportunities
- Greater Women's Business Council (GWBC) Top Corporation for Women Business Enterprises
- Hispanic Network Magazine Best of the Best for Latino Businesses
- Black BOE Journal Best of the Best for Top Supplier Diversity Program
- Minority Business News USA Magazine All-Stars of Supplier Diversity
- Minority Business News USA Magazine Best of the Best for Supplier Diversity
- Association of Supply Chain Management (ASCM) Diversity & Inclusion Champion Award
- Western Region Minority Supplier Development Council (WRMSDC) – The Warrior Award

## 9.1.2 WMDVLGBTBE Annual Results by Ethnicity

### 2020 AT&T Combined Companies Summary of Diverse Supplier Purchase Table

<b>AT&amp;T COMBINED COMPANIES</b>					
<b>WMDVLGBTBE Annual Results by Ethnicity</b>					
		<b>2020</b>			
		<b>Direct</b>	<b>Sub</b>	<b>Total \$</b>	<b>%</b>
<b>Minority Male</b>	Asian Pacific American	\$65,614,388	\$63,662,629	\$129,277,017	1.69%
	African American	\$352,083,369	\$57,026,043	\$409,109,412	5.36%
	Hispanic American	\$379,321,155	\$80,078,116	\$459,399,271	6.01%
	Native American	\$2,116,696	\$4,660,799	\$6,777,495	0.09%
	Multi-Ethnic American	\$0	\$3,688,943	\$3,688,943	0.05%
	<b>Total Minority Male</b>	<b>\$799,135,607</b>	<b>\$209,116,531</b>	<b>\$1,008,252,138</b>	<b>13.20%</b>
<b>Minority Female</b>	Asian Pacific American	\$29,518,585	\$2,205,236	\$31,723,821	0.42%
	African American	\$1,258,923	\$0	\$1,258,923	0.02%
	Hispanic American	\$24,658,657	\$1,936,617	\$26,595,274	0.35%
	Native American	\$217,658	\$0	\$217,658	0.00%
	Multi-Ethnic American	\$0	\$0	\$0	0.00%
	<b>Total Minority Female</b>	<b>\$55,653,823</b>	<b>\$4,141,853</b>	<b>\$59,795,677</b>	<b>0.78%</b>
<b>Total Minority Business Enterprise (MBE)</b>		<b>\$854,789,430</b>	<b>\$213,258,385</b>	<b>\$1,068,047,815</b>	<b>13.98%</b>
<b>Women Business Enterprise (WBE)</b>		<b>\$392,656,291</b>	<b>\$135,248,334</b>	<b>\$527,904,625</b>	<b>6.91%</b>
<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>		<b>\$829</b>	<b>\$155,811</b>	<b>\$156,640</b>	<b>0.002%</b>
<b>Disabled Veteran Business Enterprise (DVBE)</b>		<b>\$12,576,271</b>	<b>\$4,720,425</b>	<b>\$17,296,697</b>	<b>0.23%</b>
<b>Other 8(a)*</b>		<b>\$99,497</b>	<b>\$0</b>	<b>\$99,497</b>	<b>0.001%</b>
<b>TOTAL WMDVLGBTBE</b>		<b>\$1,260,122,318</b>	<b>\$353,382,955</b>	<b>\$1,613,505,273</b>	<b>21.13%</b>
<b>Net Procurement**</b>		<b>\$7,637,662,168</b>			
NOTE:	* FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE				
	** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS				
	Direct - DIRECT PROCUREMENT				
	Sub - SUBCONTRACTOR PROCUREMENT				
	% - PERCENTAGE OF NET PROCUREMENT				

**2020**  
**AT&T California**  
**Summary of Diverse Supplier Purchase Table**

<b>AT&amp;T WEST - California</b>					
<b>WMDVLGBTBE Annual Results by Ethnicity</b>					
		<b>2020</b>			
		<b>Direct</b>	<b>Sub</b>	<b>Total \$</b>	<b>%</b>
<b>Minority Male</b>	Asian Pacific American	\$31,024,603	\$20,209,718	\$51,234,321	2.65%
	African American	\$57,302,867	\$18,102,933	\$75,405,800	3.90%
	Hispanic American	\$109,402,730	\$25,420,819	\$134,823,550	6.97%
	Native American	\$1,388,796	\$1,479,572	\$2,868,368	0.15%
	Multi-Ethnic American	\$0	\$1,171,056	\$1,171,056	0.06%
	<b>Total Minority Male</b>	<b>\$199,118,996</b>	<b>\$66,384,098</b>	<b>\$265,503,094</b>	<b>13.72%</b>
<b>Minority Female</b>	Asian Pacific American	\$15,058,537	\$700,053	\$15,758,590	0.81%
	African American	\$663,382	\$0	\$663,382	0.03%
	Hispanic American	\$17,907,784	\$614,780	\$18,522,564	0.96%
	Native American	\$143,575	\$0	\$143,575	0.01%
	Multi-Ethnic American	\$0	\$0	\$0	0.00%
	<b>Total Minority Female</b>	<b>\$33,773,278</b>	<b>\$1,314,832</b>	<b>\$35,088,110</b>	<b>1.81%</b>
<b>Total Minority Business Enterprise (MBE)</b>		<b>\$232,892,274</b>	<b>\$67,698,930</b>	<b>\$300,591,204</b>	<b>15.53%</b>
<b>Women Business Enterprise (WBE)</b>		<b>\$126,481,964</b>	<b>\$42,934,619</b>	<b>\$169,416,584</b>	<b>8.75%</b>
<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>		<b>\$542</b>	<b>\$49,462</b>	<b>\$50,004</b>	<b>0.003%</b>
<b>Disabled Veteran Business Enterprise (DVBE)</b>		<b>\$11,170,059</b>	<b>\$1,498,500</b>	<b>\$12,668,559</b>	<b>0.65%</b>
<b>Other 8(a)*</b>		<b>\$9,605</b>	<b>\$0</b>	<b>\$9,605</b>	<b>0.0005%</b>
<b>TOTAL WMDVLGBTBE</b>		<b>\$370,554,444</b>	<b>\$112,181,512</b>	<b>\$482,735,956</b>	<b>24.94%</b>
<b>Net Procurement**</b>		<b>\$1,935,530.620</b>			
<p>NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  ** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS  Direct - DIRECT PROCUREMENT  Sub - SUBCONTRACTOR PROCUREMENT  %- PERCENTAGE OF NET PROCUREMENT</p>					

**2020**  
**AT&T Mobility of California**  
**Summary of Diverse Supplier Purchase Table**

<b>AT&amp;T Mobility - California</b>					
<b>WMDVLGBTBE Annual Results by Ethnicity</b>					
		<b>2020</b>			
		<b>Direct</b>	<b>Sub</b>	<b>Total \$</b>	<b>%</b>
<b>Minority Male</b>	Asian Pacific American	\$18,144,723	\$37,157,971	\$55,302,694	1.14%
	African American	\$255,331,703	\$33,284,395	\$288,616,097	5.94%
	Hispanic American	\$238,270,902	\$46,739,199	\$285,010,102	5.87%
	Native American	\$622,077	\$2,720,369	\$3,342,446	0.07%
	Multi-Ethnic American	\$0	\$2,153,126	\$2,153,126	0.04%
	<b>Total Minority Male</b>	<b>\$512,369,405</b>	<b>\$122,055,060</b>	<b>\$634,424,465</b>	<b>13.07%</b>
<b>Minority Female</b>	Asian Pacific American	\$7,878,817	\$1,287,130	\$9,165,947	0.19%
	African American	\$389,237	\$0	\$389,237	0.01%
	Hispanic American	\$1,870,551	\$1,130,345	\$3,000,897	0.06%
	Native American	\$30,571	\$0	\$30,571	0.00%
	Multi-Ethnic American	\$0	\$0	\$0	0.00%
	<b>Total Minority Female</b>	<b>\$10,169,176</b>	<b>\$2,417,476</b>	<b>\$12,586,652</b>	<b>0.26%</b>
<b>Total Minority Business Enterprise (MBE)</b>		<b>\$522,538,581</b>	<b>\$124,472,536</b>	<b>\$647,011,117</b>	<b>13.33%</b>
<b>Women Business Enterprise (WBE)</b>		<b>\$222,546,319</b>	<b>\$78,940,404</b>	<b>\$301,486,723</b>	<b>6.21%</b>
<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>		<b>\$118</b>	<b>\$90,942</b>	<b>\$91,061</b>	<b>0.002%</b>
<b>Disabled Veteran Business Enterprise (DVBE)</b>		<b>\$516,895</b>	<b>\$2,755,171</b>	<b>\$3,272,066</b>	<b>0.07%</b>
<b>Other 8(a)*</b>		<b>\$7,558</b>	<b>\$0</b>	<b>\$7,558</b>	<b>0.0002%</b>
<b>TOTAL WMDVLGBTBE</b>		<b>\$745,609,471</b>	<b>\$206,259,053</b>	<b>\$951,868,524</b>	<b>19.61%</b>
<b>Net Procurement**</b>		<b>\$4,854,774,541</b>			
<p>NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  ** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS  Direct - DIRECT PROCUREMENT  Sub - SUBCONTRACTOR PROCUREMENT  %- PERCENTAGE OF NET PROCUREMENT</p>					

**2020**  
**AT&T Communications of California**  
**Summary of Diverse Supplier Purchase Table**

<b>AT&amp;T Communications of California</b>					
<b>WMDVLGBTBE Annual Results by Ethnicity</b>					
		<b>2020</b>			
		<b>Direct</b>	<b>Sub</b>	<b>Total \$</b>	<b>%</b>
<b>Minority Male</b>	Asian Pacific American	\$15,535,599	\$5,789,368	\$21,324,966	2.66%
	African American	\$37,718,262	\$5,185,848	\$42,904,110	5.36%
	Hispanic American	\$28,068,360	\$7,282,163	\$35,350,524	4.41%
	Native American	\$102,342	\$423,845	\$526,187	0.07%
	Multi-Ethnic American	\$0	\$335,466	\$335,466	0.04%
	<b>Total Minority Male</b>	<b>\$81,424,563</b>	<b>\$19,016,690</b>	<b>\$100,441,254</b>	<b>12.54%</b>
<b>Minority Female</b>	Asian Pacific American	\$6,042,459	\$200,540	\$6,242,999	0.78%
	African American	\$182,373	\$0	\$182,373	0.02%
	Hispanic American	\$4,700,914	\$176,113	\$4,877,027	0.61%
	Native American	\$38,461	\$0	\$38,461	0.00%
	Multi-Ethnic American	\$0	\$0	\$0	0.00%
	<b>Total Minority Female</b>	<b>\$10,964,207</b>	<b>\$376,653</b>	<b>\$11,340,860</b>	<b>1.42%</b>
<b>Total Minority Business Enterprise (MBE)</b>		<b>\$92,388,770</b>	<b>\$19,393,343</b>	<b>\$111,782,114</b>	<b>13.96%</b>
<b>Women Business Enterprise (WBE)</b>		<b>\$41,479,280</b>	<b>\$12,299,246</b>	<b>\$53,778,526</b>	<b>6.71%</b>
<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>		<b>\$149</b>	<b>\$14,169</b>	<b>\$14,318</b>	<b>0.002%</b>
<b>Disabled Veteran Business Enterprise (DVBE)</b>		<b>\$868,471</b>	<b>\$429,267</b>	<b>\$1,297,738</b>	<b>0.16%</b>
<b>Other 8(a)*</b>		<b>\$81,987</b>	<b>\$0</b>	<b>\$81,987</b>	<b>0.01%</b>
<b>TOTAL WMDVLGBTBE</b>		<b>\$134,818,658</b>	<b>\$32,136,026</b>	<b>\$166,954,683</b>	<b>20.84%</b>
<b>Net Procurement**</b>		<b>\$800,952,598</b>			
NOTE:	* FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE ** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS Direct - DIRECT PROCUREMENT Sub - SUBCONTRACTOR PROCUREMENT %- PERCENTAGE OF NET PROCUREMENT				

**2020**  
**AT&T Long Distance - California**  
**Summary of Diverse Supplier Purchase Table**

<b>AT&amp;T Long Distance - California</b>					
<b>WMDVLGBTBE Annual Results by Ethnicity</b>					
		<b>2020</b>			
		<b>Direct</b>	<b>Sub</b>	<b>Total \$</b>	<b>%</b>
<b>Minority Male</b>	Asian Pacific American	\$909,463	\$505,572	\$1,415,035	3.05%
	African American	\$1,730,537	\$452,868	\$2,183,405	4.71%
	Hispanic American	\$3,579,161	\$635,934	\$4,215,096	9.08%
	Native American	\$3,481	\$37,013	\$40,494	0.09%
	Multi-Ethnic American	\$0	\$29,295	\$29,295	0.06%
	<b>Total Minority Male</b>	<b>\$6,222,643</b>	<b>\$1,660,683</b>	<b>\$7,883,326</b>	<b>16.99%</b>
<b>Minority Female</b>	Asian Pacific American	\$538,772	\$17,513	\$556,285	1.20%
	African American	\$23,931	\$0	\$23,931	0.05%
	Hispanic American	\$179,408	\$15,380	\$194,787	0.42%
	Native American	\$5,051	\$0	\$5,051	0.01%
	Multi-Ethnic American	\$0	\$0	\$0	0.00%
	<b>Total Minority Female</b>	<b>\$747,162</b>	<b>\$32,892</b>	<b>\$780,054</b>	<b>1.68%</b>
<b>Total Minority Business Enterprise (MBE)</b>		<b>\$6,969,805</b>	<b>\$1,693,576</b>	<b>\$8,663,380</b>	<b>18.67%</b>
<b>Women Business Enterprise (WBE)</b>		<b>\$2,148,727</b>	<b>\$1,074,065</b>	<b>\$3,222,792</b>	<b>6.95%</b>
<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>		<b>\$20</b>	<b>\$1,237</b>	<b>\$1,257</b>	<b>0.003%</b>
<b>Disabled Veteran Business Enterprise (DVBE)</b>		<b>\$20,847</b>	<b>\$37,487</b>	<b>\$58,334</b>	<b>0.13%</b>
<b>Other 8(a)*</b>		<b>\$346</b>	<b>\$0</b>	<b>\$346</b>	<b>0.001%</b>
<b>TOTAL WMDVLGBTBE</b>		<b>\$9,139,745</b>	<b>\$2,806,364</b>	<b>\$11,946,109</b>	<b>25.74%</b>
<b>Net Procurement**</b>		<b>\$46,404,409</b>			
NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE					
** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS					
Direct - DIRECT PROCUREMENT					
Sub - SUBCONTRACTOR PROCUREMENT					
% - PERCENTAGE OF NET PROCUREMENT					



**2020**  
**AT&T Combined Companies**  
**Direct Spend Table**

<b>AT&amp;T COMBINED COMPANIES</b>								
<b>2020</b>								
<b>WMDVLGBTBE Direct Procurement by Product and Service Categories</b>								
			Products		Services		Total	
			\$	%	\$	%	\$	%
<b>Minority Male</b>	Asian Pacific American	Direct	\$0	0.00%	\$0	0.00%	<u>\$65,614,388</u>	0.86%
	African American	Direct	\$0	0.00%	\$0	0.00%	<u>\$352,083,369</u>	4.61%
	Hispanic American	Direct	\$0	0.00%	\$0	0.00%	<u>\$379,321,155</u>	4.97%
	Native American	Direct	\$0	0.00%	\$0	0.00%	<u>\$2,116,696</u>	0.03%
	Multi-Ethnic American	Direct	\$0	0.00%	\$0	0.00%	<u>\$0</u>	0.00%
	Total Minority Male	Direct	\$0	0.00%	\$0	0.00%	<u>\$799,135,607</u>	10.46%
<b>Minority Female</b>	Asian Pacific American	Direct	\$0	0.00%	\$0	0.00%	<u>\$29,518,585</u>	0.39%
	African American	Direct	\$0	0.00%	\$0	0.00%	<u>\$1,258,923</u>	0.02%
	Hispanic American	Direct	\$0	0.00%	\$0	0.00%	<u>\$24,658,657</u>	0.32%
	Native American	Direct	\$0	0.00%	\$0	0.00%	<u>\$217,658</u>	0.00%
	Multi-Ethnic American	Direct	\$0	0.00%	\$0	0.00%	<u>\$0</u>	0.00%
	Total Minority Female	Direct	\$0	0.00%	\$0	0.00%	<u>\$55,653,823</u>	0.73%
<b>Total Minority Business Enterprise (MBE)</b>		Direct	\$0	0.00%	\$0	0.00%	<u>\$854,789,430</u>	11.19%
<b>Women Business Enterprise (WBE)</b>		Direct	\$0	0.00%	\$0	0.00%	<u>\$392,656,291</u>	5.14%
<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>		Direct	\$0	0.00%	\$0	0.00%	<u>\$829</u>	0.00001%
<b>Disabled Veteran Business Enterprise (DVBE)</b>		Direct	\$0	0.00%	\$0	0.00%	<u>\$12,576,271</u>	0.16%
<b>Other 8(a)*</b>		Direct	\$0	0.00%	\$0	0.00%	<u>\$99,497</u>	0.00%
<b>TOTAL WMDVLGBTBE</b>		Direct	\$0	0.00%	\$0	0.00%	<u>\$1,260,122,318</u>	16.50%
<b>Total Product Procurement</b>			\$0					
<b>Total Service Procurement</b>			\$0					
<b>Net Procurement**</b>			<b>\$7,637,662,168</b>					
<b>Total Number of WMDVLGBTBEs that Received Direct Spend</b>			<b>287</b>					
<b>NOTE:</b>		* FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE ** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS Direct - DIRECT PROCUREMENT Sub - SUBCONTRACTOR PROCUREMENT %- PERCENTAGE OF NET PROCUREMENT						

**2020**  
**AT&T Combined Companies**  
**Indirect Spend Table**

<b>AT&amp;T COMBINED COMPANIES</b>								
<b>2020</b>								
<b>WMDVLGBTBE Subcontractor Procurement by Product and Service Categories</b>								
		<b>Products</b>		<b>Services</b>		<b>Total</b>		
		<b>\$</b>	<b>%</b>	<b>\$</b>	<b>%</b>	<b>\$</b>	<b>%</b>	
<b>Minority Male</b>	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$63,662,629	0.83%
	African American	Sub	\$0	0.00%	\$0	0.00%	\$57,026,043	0.75%
	Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$80,078,116	1.05%
	Native American	Sub	\$0	0.00%	\$0	0.00%	\$4,660,799	0.06%
	Multi-Ethnic American	Sub	\$0	0.00%	\$0	0.00%	\$3,688,943	0.05%
	<b>Total Minority Male</b>	Sub	\$0	0.00%	\$0	0.00%	\$209,116,531	2.74%
<b>Minority Female</b>	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$2,205,236	0.03%
	African American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Hispanic American	Direct	\$0	0.00%	\$0	0.00%	\$1,936,617	0.03%
	Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Multi-Ethnic American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
	<b>Total Minority Female</b>	Direct	\$0	0.00%	\$0	0.00%	\$4,141,853	0.05%
	<b>Total Minority Business Enterprise (MBE)</b>	Direct	\$0	0.00%	\$0	0.00%	\$213,258,385	2.79%
	<b>Women Business Enterprise (WBE)</b>	Direct	\$0	0.00%	\$0	0.00%	\$135,248,334	1.77%
	<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>	Direct	\$0	0.00%	\$0	0.00%	\$155,811	0.002%
	<b>Disabled Veteran Business Enterprise (DVBE)</b>	Direct	\$0	0.00%	\$0	0.00%	\$4,720,425	0.06%
	<b>Other 8(a)*</b>	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
	<b>TOTAL WMDVLGBTBE</b>	Direct	\$0	0.00%	\$0	0.00%	\$353,382,955	4.63%
<b>Total Product Procurement</b>			\$0					
<b>Total Service Procurement</b>			\$0					
<b>Net Procurement**</b>			\$7,637,662,168					
<b>Total Number of WMDVLGBTBEs that Received Indirect Spend*</b>			N/A					
		Sub - SUBCONTRACTOR PROCUREMENT						
		%- PERCENTAGE OF NET PROCUREMENT						
<i>* Tier-2 results are an allocation of the national subcontracting results</i>								

**2020**  
**AT&T Combined Companies**  
**Procurement by Standard Industrial Codes**

<b>AT&amp;T COMBINED COMPANIES</b>																	
<b>WMDVLGBTBE Procurement by Standard Industrial Categories</b>																	
<b>2020</b>																	
SIC Category	Asian Pacific American		African American		Hispanic American		Native American		Multi-Ethnic		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)**	Total WMDVLGBTBE	Total Dollars
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female							
SIC 15: Building Construction General Contractors And Operative Builders	\$ 271,129	\$ 37,211	\$ 9,699,476	\$ 43,096	\$ 20,719,680	\$ 10,632,275	\$ 111	\$ 0	\$ 0	\$ 0	\$ 41,402,978	\$ 16,955,489	\$ 156,640	\$ 11,421,576	\$ 238	\$ 69,936,922	\$ 406,514,538
	% 0.07%	% 0.01%	% 2.39%	% 0.01%	% 5.10%	% 2.62%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 10.18%	% 4.17%	% 0.04%	% 2.81%	% 0.00%	% 17.20%	
SIC 17: Construction Special Trade Contractors	\$ 7,114,616	\$ 2,393,615	\$ 12,190,161	\$ 908	\$ 6,710,802	\$ 1,472,860	\$ 1,935,458	\$ 0	\$ 0	\$ 0	\$ 31,818,420	\$ 53,381,464	\$ 0	\$ 3,089,939	\$ 70,804	\$ 88,360,628	\$ 1,074,485,645
	% 0.66%	% 0.22%	% 1.13%	% 0.00%	% 0.62%	% 0.14%	% 0.18%	% 0.00%	% 0.00%	% 0.00%	% 2.96%	% 4.97%	% 0.00%	% 0.29%	% 0.01%	% 8.22%	
SIC 35: Industrial And Commercial Machinery And Computer Equipment	\$ 1,240,882	\$ 13,834,367	\$ 12,824,928	\$ 0	\$ 519,836	\$ 11,748	\$ 7,931	\$ 0	\$ 0	\$ 0	\$ 28,439,692	\$ 26,380,981	\$ 0	\$ 3,529	\$ 0	\$ 54,824,203	\$ 342,023,802
	% 0.38%	% 4.04%	% 3.75%	% 0.00%	% 0.15%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 8.32%	% 7.71%	% 0.00%	% 0.00%	% 0.00%	% 16.03%	
SIC 36: Electronic & Other Electrical Equipment/Components, Except Computer Equip.	\$ 43,310,000	\$ 4,833,907	\$ 340,702,863	\$ 0	\$ 397,461,182	\$ 5,580,541	\$ 4,786,127	\$ 217,679	\$ 3,688,943	\$ 0	\$ 800,581,242	\$ 411,571,521	\$ 0	\$ 2,390,984	\$ 13,448	\$ 1,214,557,195	\$ 4,276,680,322
	% 1.01%	% 0.11%	% 7.97%	% 0.00%	% 9.29%	% 0.13%	% 0.11%	% 0.01%	% 0.09%	% 0.00%	% 18.72%	% 9.62%	% 0.00%	% 0.06%	% 0.00%	% 28.40%	
SIC 47: Transportation Services	\$ 0	\$ 15,949	\$ 1,234,672	\$ 0	\$ 13,592,678	\$ 0	\$ 32,143	\$ 0	\$ 0	\$ 0	\$ 14,875,442	\$ 75,694	\$ 0	\$ 0	\$ 0	\$ 14,951,136	\$ 68,696,548
	% 0.00%	% 0.02%	% 1.80%	% 0.00%	% 19.79%	% 0.00%	% 0.05%	% 0.00%	% 0.00%	% 0.00%	% 21.65%	% 0.11%	% 0.00%	% 0.00%	% 0.00%	% 21.76%	
SIC 50: Wholesale Trade-durable Goods	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 35,629	\$ 0	\$ 0	\$ 0	\$ 35,629	\$ 3,282,422
	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 1.09%	% 0.00%	% 0.00%	% 0.00%	% 1.09%	
SIC 51: Wholesale Trade-non-durable Goods	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
	%																
SIC 55: Automotive Dealers And Gasoline Service Stations	\$ 0	\$ 0	\$ 25,246,544	\$ 0	\$ 75,689	\$ 318,227	\$ 0	\$ 0	\$ 0	\$ 0	\$ 25,640,460	\$ 22,748	\$ 0	\$ 0	\$ 0	\$ 25,663,208	\$ 81,067,452
	% 0.00%	% 0.00%	% 31.14%	% 0.00%	% 0.09%	% 0.39%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 31.63%	% 0.03%	% 0.00%	% 0.00%	% 0.00%	% 31.66%	
SIC 73: Business Services	\$ 75,246,836	\$ 10,467,579	\$ 6,397,381	\$ 1,214,919	\$ 18,661,678	\$ 8,474,647	\$ 16,872	\$ 0	\$ 0	\$ 0	\$ 120,479,912	\$ 14,421,966	\$ 0	\$ 390,668	\$ 319	\$ 135,292,865	\$ 1,208,650,675
	% 6.23%	% 0.87%	% 0.53%	% 0.10%	% 1.54%	% 0.70%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 9.97%	% 1.19%	% 0.00%	% 0.03%	% 0.00%	% 11.19%	
SIC 81: Legal	\$ 809,327	\$ 0	\$ 271,470	\$ 0	\$ 1,235,502	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,316,299	\$ 259,984	\$ 0	\$ 0	\$ 0	\$ 2,576,283	\$ 39,807,707
	% 2.03%	% 0.00%	% 0.68%	% 0.00%	% 3.10%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 5.82%	% 0.65%	% 0.00%	% 0.00%	% 0.00%	% 6.47%	
SIC 87: Engineering, Accounting, Research, Management, And Related Services	\$ 1,284,228	\$ 141,193	\$ 541,917	\$ 0	\$ 422,224	\$ 104,976	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,493,370	\$ 4,799,149	\$ 0	\$ 0	\$ 14,687	\$ 7,307,206	\$ 136,453,057
	% 0.94%	% 0.10%	% 0.40%	% 0.00%	% 0.31%	% 0.08%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 1.83%	% 3.52%	% 0.00%	% 0.00%	% 0.01%	% 5.36%	
GROSS PRODUCTS/SERVICES PROCUREMENT	\$ 129,277,017	\$ 31,723,821	\$ 409,109,412	\$ 1,258,923	\$ 459,399,271	\$ 26,595,274	\$ 6,777,495	\$ 217,658	\$ 3,688,943	\$ 0	\$ 1,068,047,815	\$ 527,904,625	\$ 156,640	\$ 17,296,697	\$ 99,497	\$ 1,613,505,273	\$ 7,637,662,168
	% 1.69%	% 0.42%	% 5.36%	% 0.02%	% 6.01%	% 0.35%	% 0.09%	% 0.00%	% 0.05%	% 0.00%	% 13.98%	% 6.91%	% 0.002%	% 0.23%	% 0.001%	% 21.13%	
Total Product Procurement					n/a												
Total Service Procurement					n/a												
Net Procurement***					\$ 7,637,662,168												

NOTE: FIRMS WITH MULT MINORITY OWNERSHIP STATUS  
\*\*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  
\*\*\*NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS  
TOTAL DOLLARS - TOTAL PROCUREMENT DOLLAR AMOUNT IN THE SPECIFIC SIC CATEGORY  
% - PERCENTAGE OF TOTAL DOLLARS

**2020**  
**AT&T Combined Companies**  
**Supplier Clearinghouse Data**

<b>AT&amp;T COMBINED COMPANIES</b>													
2020													
Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse													
Data on Number of Suppliers													
Revenue Reported to CHS							AT&T COMBINED COMPANIES 2020 SUMMARY						
# WMDVLGBTBEs	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	
Under \$1 million	18	19	1	8	n/a	46	18	19	1	8	4	50	
Under \$5 million	25	41	0	1	n/a	67	25	41	0	1	0	67	
Under \$10 million	15	23	0	0	n/a	38	15	23	0	0	0	38	
Above \$10 million	77	53	0	2	n/a	132	77	53	0	2	0	132	
<b>TOTAL</b>	<b>135</b>	<b>136</b>	<b>1</b>	<b>11</b>	<b>n/a</b>	<b>283</b>	<b>135</b>	<b>136</b>	<b>1</b>	<b>11</b>	<b>4</b>	<b>287</b>	
Revenue and Payment Data													
Revenue Reported to CHS							AT&T COMBINED COMPANIES 2020 SUMMARY						
WMDVLGBTBE \$M	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	
Under \$1 million	\$53,098,606	\$59,111,422	\$0	\$0	n/a	\$112,210,028	\$4,106,521	\$3,437,962	\$829	\$1,748,142	\$99,497	\$9,392,950	
Under \$5 million	\$72,503,612	\$77,301,894	\$0	\$0	n/a	\$149,805,506	\$8,364,572	\$9,191,109	\$0	\$159,984	\$0	\$17,715,665	
Under \$10 million	\$117,070,369	\$844,653,001	\$0	\$0	n/a	\$961,723,370	\$115,461,965	\$48,909,917	\$0	\$0	\$0	\$164,371,882	
Above \$10 million	\$21,650,060,925	\$6,518,521,119	\$0	\$26,120,638	n/a	\$28,194,702,681	\$726,856,372	\$331,117,304	\$0	\$10,668,146	\$0	\$1,068,641,821	
<b>TOTAL</b>	<b>\$21,892,733,512</b>	<b>\$7,499,587,434</b>	<b>\$0</b>	<b>\$26,120,638</b>	<b>n/a</b>	<b>\$29,418,441,584</b>	<b>\$854,789,430</b>	<b>\$392,656,291</b>	<b>\$829</b>	<b>\$12,576,271</b>	<b>\$99,497</b>	<b>\$1,260,122,318</b>	
<p>Other 8(a): * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE            CHS: SUPPLIER CLEARINGHOUSE            Notes: 1) Information regarding the number of WMDVLGBTBE suppliers who have the majority of their workforce in California is not readily available to AT&amp;T            2) CHS databases do not contain revenue data for Other 8(a) suppliers. These have been classified Under \$1 million.</p>													

### 9.1.3 Supplier Diversity Program Expense Tables

#### 2020 AT&T Combined Companies Program Expenses

<b>AT&amp;T COMBINED COMPANIES</b>	
2020 Report	
<b>WMDVLGBTBE Program Expenses</b>	
Expense Category	Year (Actual)
Wages	\$346,449
Other Employee Expenses	\$1,139
Program Expenses	\$55,538
Reporting Expenses	\$0
Training	\$0
Consultants	\$202,764
Other	\$0
<b><u>TOTAL</u></b>	<b><u>\$605,890</u></b>
<p>Note: Program expenses for CPUC filing represent 19% of total AT&amp;T Supplier Diversity program expenses. This allocation includes only the AT&amp;T companies registered in California and part of this filing, but not all AT&amp;T Inc. operations in California.</p>	

## 9.1.4 WMDVLGBTBE Results & Goals

### 2020 AT&T Combined Companies Progress Toward Goal

<b>AT&amp;T COMBINED COMPANIES</b>		
<b>2020</b>		
<b>WMDVLGBTBE Results and Goals</b>		
<u>Category</u>	<u>2020 Results</u>	<u>2020 Goals</u>
Minority Men	13.20%	11.00%
Minority Women	0.78%	4.00%
Minority Business Enterprise	13.98%	15.00%
Women Business Enterprise	6.91%	5.00%
(LGBTQ)	0.002%	0.04%
Disabled Veteran Business	0.23%	1.50%
<b>TOTAL WMDVLGBTBE</b>	<b>21.13%</b>	<b>21.54%</b>
%- PERCENTAGE OF NET PROCUREMENT		

### 2020 AT&T California Progress Toward Goal

<b>AT&amp;T WEST - California</b>		
<b>2020</b>		
<b>WMDVLGBTBE Results and Goals</b>		
<u>Category</u>	<u>2020 Results</u>	<u>2020 Goals</u>
Minority Men	13.72%	11.00%
Minority Women	1.81%	4.00%
Minority Business	15.53%	15.00%
Women Business	8.75%	5.00%
(LGBTQ)	0.003%	0.04%
Disabled Veteran	0.65%	1.50%
<b>TOTAL WMDVLGBTBE</b>	<b>24.94%</b>	<b>21.54%</b>
%- PERCENTAGE OF NET PROCUREMENT		

**2020**  
**AT&T Mobility of California**  
**Progress Toward Goal**

<b>AT&amp;T Mobility - California</b>		
<b>2020</b>		
<b>WMDVLGBTBE Results and Goals</b>		
<u>Category</u>	<u>2020 Results</u>	<u>2020 Goals</u>
Minority Men	13.07%	11.00%
Minority Women	0.26%	4.00%
Minority Business Enterprise	13.33%	15.00%
Women Business Enterprise	6.21%	5.00%
(LGBTQ)	0.002%	0.04%
Disabled Veteran Business	0.07%	1.50%
<b><u>TOTAL WMDVLGBTBE</u></b>	<b>19.61%</b>	<b>21.54%</b>
%- PERCENTAGE OF NET PROCUREMENT		

**2020**  
**AT&T Communications of California**  
**Progress Toward Goal**

<b>AT&amp;T Communications of California</b>		
<b>2020</b>		
<b>WMDVLGBTBE Results and Goals</b>		
<u>Category</u>	<u>2020 Results</u>	<u>2020 Goals</u>
Minority Men	12.54%	11.00%
Minority Women	1.42%	4.00%
Minority Business Enterprise	13.96%	15.00%
Women Business Enterprise	6.71%	5.00%
(LGBTQ)	0.002%	0.00%
Disabled Veteran Business	0.16%	1.50%
<b><u>TOTAL WMDVLGBTBE</u></b>	<b>20.84%</b>	<b>21.50%</b>
%- PERCENTAGE OF NET PROCUREMENT		

**2020**  
**AT&T Long Distance - California**  
**Progress Toward Goal**

<b>AT&amp;T Long Distance - California</b>		
<b>2020</b>		
<b>WMDVLGBTBE Results and Goals</b>		
<u>Category</u>	<u>2020 Results</u>	<u>2020 Goals</u>
Minority Men	16.99%	11.00%
Minority Women	1.68%	4.00%
Minority Business Enterprise	18.67%	15.00%
Women Business Enterprise (LGBTQ)	6.95%	5.00%
Disabled Veteran Business	0.003%	0.00%
<b>TOTAL WMDVLGBTBE</b>	<b>25.74%</b>	<b>21.50%</b>
%- PERCENTAGE OF NET PROCUREMENT		

### 9.1.5 Description of Prime Contractor Utilization of WMDVLGBTBE Subcontractors

#### **AT&T Prime Supplier Program & AT&T Virtual Matchmaking on Demand (VMOD)**

AT&T has been a longstanding leader in supplier diversity by identifying and promoting diverse businesses for contract opportunities. AT&T’s national Prime Supplier program has been instrumental in helping AT&T’s primary suppliers increase the use of certified minority, women, service-disabled veteran and veteran, and LGBTQ+- owned businesses in their supply chain.

Supplier diversity managers collaborate with Prime Suppliers to create meaningful goals and develop detailed plans to utilize diverse suppliers for Tier 2 opportunities. Diversity managers monitor the Prime Suppliers’ performance, identify those underperforming against their goals and implement creative action plans to drive increased use of diverse suppliers. Diversity managers also meet with Procurement Directors on a bi-annual basis to implement subcontracting improvement strategies.



AT&T did not conduct any physical matchmaking activities in 2020 due to the COVID-19 pandemic. Instead, AT&T invested in enhancements to AT&T’s Virtual Matchmaking on Demand (VMOD) tool to better facilitate virtual meetings between Prime Suppliers and vetted diverse suppliers. The enhanced tool supports mobile interactions since many physical offices remain closed. This tool provides a significant return on investment to Prime and Diverse suppliers because it reduces the initial time spent sourcing potential MBE candidates and the need for face-to-face meetings. 2020 reported results were:

- 294 Prime Suppliers and 1,469 Diverse Suppliers Registered
- California-based businesses represent nearly 20% of all VMOD Portal businesses.

As a result of these efforts, AT&T Prime Suppliers spent **\$323 million** in subcontracting to California M/W/DV/LGBTBE businesses in 2020. Additional program achievements for the year were:

- \$2.4B in national Tier-2 subcontracting spend
- Over 100 suppliers exceeded AT&T’s 21.5% diversity inclusion goal
- 1,491 diverse subcontractors utilized by Prime Suppliers

### 2020 AT&T Combined Companies Prime Contractor Utilization table

<b>AT&amp;T COMBINED COMPANIES</b>								
Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors								
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)*	TOTAL WMDVLGBTBE
<b>Direct \$</b>	\$799,135,607	\$55,653,823	\$854,789,430	\$392,656,291	\$829	\$12,576,271	\$99,497	\$1,260,122,318
<b>Subcontracting \$</b>	\$209,116,531	\$4,141,853	\$213,258,385	\$135,248,334	\$155,811	\$4,720,425	\$0	\$353,382,955
<b>Total \$</b>	<b>\$1,008,252,138</b>	<b>\$59,795,677</b>	<b>\$1,068,047,815</b>	<b>\$527,904,625</b>	<b>\$156,640</b>	<b>\$17,296,697</b>	<b>\$99,497</b>	<b>\$1,613,505,273</b>
<b>Direct %</b>	10.46%	0.73%	11.19%	5.14%	0.00%	0.16%	0.00%	16.50%
<b>Subcontracting %</b>	2.74%	0.05%	2.79%	1.77%	0.00%	0.06%	0.00%	4.63%
<b>Total %</b>	<b>13.20%</b>	<b>0.78%</b>	<b>13.98%</b>	<b>6.91%</b>	<b>0.002%</b>	<b>0.23%</b>	<b>0.001%</b>	<b>21.13%</b>
<b>Net Procurement**</b>	<b>\$7,637,662,168</b>							
<small>NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDV/LGBTBE  **NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS  % - PERCENTAGE OF NET PROCUREMENT  Direct - DIRECT PROCUREMENT  Sub - SUBCONTRACTOR PROCUREMENT</small>								

## 2020 AT&T California Prime Contractor Utilization table

<b>AT&amp;T WEST - California</b>								
Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors								
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)*	TOTAL WMDVLGBTBE
<b>Direct \$</b>	\$199,118,996	\$33,773,278	\$232,892,274	\$126,481,964	\$542	\$11,170,059	\$9,605	\$370,554,444
<b>Subcontracting \$</b>	\$66,384,098	\$1,314,832	\$67,698,930	\$42,934,619	\$49,462	\$1,498,500	\$0	\$112,181,512
<b>Total \$</b>	<b>\$265,503,094</b>	<b>\$35,088,110</b>	<b>\$300,591,204</b>	<b>\$169,416,584</b>	<b>\$50,004</b>	<b>\$12,668,559</b>	<b>\$9,605</b>	<b>\$482,735,956</b>
<b>Direct %</b>	10.29%	1.74%	12.03%	6.53%	0.00%	0.58%	0.00%	19.14%
<b>Subcontracting %</b>	3.43%	0.07%	3.50%	2.22%	0.00%	0.08%	0.00%	5.80%
<b>Total %</b>	<b>13.72%</b>	<b>1.81%</b>	<b>15.53%</b>	<b>8.75%</b>	<b>0.003%</b>	<b>0.65%</b>	<b>0.0005%</b>	<b>24.94%</b>
<b>Net Procurement**</b>	<b>\$1,935,530,620</b>							
<small>NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  **NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS  % - PERCENTAGE OF NET PROCUREMENT  Direct - DIRECT PROCUREMENT  Sub - SUBCONTRACTOR PROCUREMENT</small>								

## 2020 AT&T Mobility Prime Contractor Utilization table

<b>AT&amp;T Mobility - California</b>								
Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors								
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)*	TOTAL WMDVLGBTBE
<b>Direct \$</b>	\$512,369,405	\$10,169,176	\$522,538,581	\$222,546,319	\$118	\$516,895	\$7,558	\$745,609,471
<b>Subcontracting \$</b>	\$122,055,060	\$2,417,476	\$124,472,536	\$78,940,404	\$90,942	\$2,755,171	\$0	\$206,259,053
<b>Total \$</b>	<b>\$634,424,465</b>	<b>\$12,586,652</b>	<b>\$647,011,117</b>	<b>\$301,486,723</b>	<b>\$91,061</b>	<b>\$3,272,066</b>	<b>\$7,558</b>	<b>\$951,868,524</b>
<b>Direct %</b>	10.55%	0.21%	10.76%	4.58%	0.00%	0.01%	0.00%	15.36%
<b>Subcontracting %</b>	2.51%	0.05%	2.56%	1.63%	0.00%	0.06%	0.00%	4.25%
<b>Total %</b>	<b>13.07%</b>	<b>0.26%</b>	<b>13.33%</b>	<b>6.21%</b>	<b>0.002%</b>	<b>0.07%</b>	<b>0.0002%</b>	<b>19.61%</b>
<b>Net Procurement**</b>	<b>\$4,854,774,541</b>							
<small>NOTE: * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  **NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS  % - PERCENTAGE OF NET PROCUREMENT  Direct - DIRECT PROCUREMENT  Sub - SUBCONTRACTOR PROCUREMENT</small>								

## 2020 AT&T Communications of California Prime Contractor Utilization Table

<b>AT&amp;T Communications of California</b>								
<b>Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors</b>								
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)*	TOTAL WMDVLGBTBE
<b>Direct \$</b>	\$81,424,563	\$10,964,207	\$92,388,770	\$41,479,280	\$149	\$868,471	\$81,987	\$134,818,658
<b>Subcontracting \$</b>	\$19,016,690	\$376,653	\$19,393,343	\$12,299,246	\$14,169	\$429,267	\$0	\$32,136,026
<b>Total \$</b>	<b>\$100,441,254</b>	<b>\$11,340,860</b>	<b>\$111,782,114</b>	<b>\$53,778,526</b>	<b>\$14,318</b>	<b>\$1,297,738</b>	<b>\$81,987</b>	<b>\$166,954,683</b>
<b>Direct %</b>	10.17%	1.37%	11.53%	5.18%	0.00%	0.11%	0.01%	16.83%
<b>Subcontracting %</b>	2.37%	0.05%	2.42%	1.54%	0.00%	0.05%	0.00%	4.01%
<b>Total %</b>	<b>12.54%</b>	<b>1.42%</b>	<b>13.96%</b>	<b>6.71%</b>	<b>0.002%</b>	<b>0.16%</b>	<b>0.01%</b>	<b>20.84%</b>
<b>Net Procurement**</b>	<b>\$800,952,598</b>							
<small>NOTE: *FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  **NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS  % - PERCENTAGE OF NET PROCUREMENT  Direct - DIRECT PROCUREMENT  Sub - SUBCONTRACTOR PROCUREMENT</small>								

## 2020 AT&T Long Distance California Prime Contractor Utilization Table

<b>AT&amp;T Long Distance - California</b>								
<b>Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors</b>								
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)*	TOTAL WMDVLGBTBE
<b>Direct \$</b>	\$6,222,643	\$747,162	\$6,969,805	\$2,148,727	\$20	\$20,847	\$346	\$9,139,745
<b>Subcontracting \$</b>	\$1,660,683	\$32,892	\$1,693,576	\$1,074,065	\$1,237	\$37,487	\$0	\$2,806,364
<b>Total \$</b>	<b>\$7,883,326</b>	<b>\$780,054</b>	<b>\$8,663,380</b>	<b>\$3,222,792</b>	<b>\$1,257</b>	<b>\$58,334</b>	<b>\$346</b>	<b>\$11,946,109</b>
<b>Direct %</b>	13.41%	1.61%	15.02%	4.63%	0.00%	0.04%	0.00%	19.70%
<b>Subcontracting %</b>	3.58%	0.07%	3.65%	2.31%	0.00%	0.08%	0.00%	6.05%
<b>Total %</b>	<b>16.99%</b>	<b>1.68%</b>	<b>18.67%</b>	<b>6.95%</b>	<b>0.003%</b>	<b>0.13%</b>	<b>0.001%</b>	<b>25.74%</b>
<b>Net Procurement**</b>	<b>\$46,404,409</b>							
<small>NOTE: *FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  **NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS  % - PERCENTAGE OF NET PROCUREMENT  Direct - DIRECT PROCUREMENT  Sub - SUBCONTRACTOR PROCUREMENT</small>								

## 9.1.6 List of WMDVLGBTBE Complaints Received & Current Status

No formal complaints were filed against any AT&T company or its affiliates.

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

### **Supplemental Staffing**

AT&T's Supplemental Staffing category experienced significant accomplishments in 2020. The Enterprise Contractor Acquisition & Manager (eCAM) manages suppliers in AT&T's domestic Staff Supplementation Program. As the needs of the business evolved and warranted changes to the roster of staffing companies, the Supplier Diversity team advocated ensuring diversity and diverse suppliers were considered to support AT&T's mission.

In 2020, 83% of the active eCAM sourcing suppliers were diverse businesses and 86% of AT&T's overall supplemental staffing budget was spent with minority and woman owned companies. AT&T spent **\$116M** with eCAM diverse suppliers in 2020. Additionally, the eCAM team and Supplier Diversity collaborated to increase AT&T's Tier 2 diverse spend by **\$1M** with the Prime suppliers in the eCAM program.

Notably 312 of the 1,160 active AT&T staff supplemental workers were working in California. Additionally, 151 of those 312 contractors were new hires in California, which was 48% of AT&T's overall new positions in 2020.

### **Legal**

In 2020, AT&T Supplier Diversity supported our Legal Department's Diversity & Inclusion Committee (D&I) to promote diversity efforts within the Legal Department and manage the financial resources allocated to their efforts. The Committee's initiatives consisted of four pillars: (1) Pipeline for elementary students, high school students, college students, and young lawyers; (2) Sponsorships and Bar Associations; (3) Supplier Diversity; and (4) Attorney Engagement. The program initiatives included:

- Devoted efforts to work against systemic racism and advancing and promoting efforts that provided equal opportunities for minorities, women, disabled veterans, disabled persons, and persons who identify as LGBTQ+. The Committee engaged in collaborative strategies with AT&T and the Legal Department to assess, educate, and act to eradicate racial inequality.
- Numerous teleconferences with AT&T Supplier Diversity
- Several attorney speaking engagements
- Consistent messaging that minority procurement is a corporate priority.
- Hiring minority interns

Throughout the year, AT&T Legal encouraged the use of diverse firms with diverse professionals, including women, minorities, disabled veterans, and LGBTQ+ professionals.

AT&T's Legal Department also demonstrated their support through community engagements, promoting diversity and inclusion via the following programs:

- For the fifth consecutive year, the Western Northern California Region of AT&T co-sponsored Centro Legal de la Raza's annual Diversity Legal Pipeline (DLP) program co-founded by AT&T in 2014 to provide a one week-long program for undergrads and recent college graduates interested in pursuing a legal career. The DLP program introduced students from disadvantaged backgrounds to judges and attorneys from different practice areas (big law, public interest, corporate and government), explained what to expect in law school, included a LSAT workshop, and reviewed in detail the law school application process. The students met virtually between June 15 – 18, 2020, and Marvin Anderson, AVP-Senior Legal Counsel, participated on an attorney panel.
- Asian Americans Advancing Justice of Los Angeles Fellowship.
- Association of Corporate Counsel, Southern California Chapter – Diversity Committee Bar Stipend Scholarships
- Bay Area Lawyers for Individual Freedom Annual Gala (LGBT)
- Bar Association of San Francisco Justice and Diversity Center Annual Gala
- Bar Association of San Francisco Minority Students Scholarship
- Bar Association of San Francisco – Women's Impact Network (No Class Ceiling 2.0)
- 100 Black Men of the Bay Area's Annual Scholarship Gala
- Black Women Lawyers Association of Los Angeles Foundation Scholarship
- Centro Legal de la Raza's Youth Law Academy, Diversity Legal Pipeline program
- Charles Houston Bar Association Annual Scholarship Gala Dinner

- Constitutional Rights Foundation – Los Angeles/AT&T sponsored Mock Trial Institute
- Hastings School of Law – Women’s Leadership Edge Sponsorship
- John M. Langston Bar Association (AT&T – named scholarship)
- The Mexican American Bar Foundation.

Beyond activities in California, AT&T attorneys were engaged throughout the United States with numerous non-profits, national and regional bar associations, pipeline activities sponsored/ conducted by AT&T and participated in various professional development activities.

### **Advertising**

The advertising space continued to be an active segment within AT&T, despite an overall decrease in AT&T purchasing and minor transitional disruptions during the year. While AT&T’s agencies of record led the bulk of projects, prime vendors hired small minority businesses in key categories such as technology, production, marketing, digital, research, talent, and creative. Regularly scheduled meetings between internal and external subject matter experts kept all parties focused and enabled the Supplier Diversity team to connect MBEs with decision makers.

AT&T’s momentum garnered the following successes in 2020:

- 88% Advertising Prime Suppliers submitted a supplier diversity goal plan
- 72% Primes Suppliers met or exceed their minority inclusion goal
- \$58M spent with M/W/DV/LGBTBEs nationally
- Over \$69M Tier-2 spend with California diverse suppliers, **300% YOY increase**

Beyond corporate contracting achievements, the team secured opportunities to amplify supplier connections. Several Prime Suppliers from one of our largest agencies supported a NGLCC matchmaking session, in addition to another Prime that began a mentoring relationship with a Black-owned digital marketing agency.

### **Finance**

The AT&T Treasury and Investment teams remain very active in pursuing opportunities for emerging and diverse firms. AT&T closed \$313 million in commitments to fifteen emerging manager-led funds

on a direct basis as of December 31, 2020 -- over half of these dollars were placed with nine firms with headquarters or operations in California.

AT&T's public market investments maintained our Emerging Manager and Diverse Manager Program, which resulted in \$578 million spent with three diverse firms. During 2020, twenty-two diverse firms participated in underwriting debt through retail bonds and preferred shares totaling \$18.3 million in fees -- three of these firms are based in California.

During 2021 AT&T Treasury and Investment teams will continue to focus on procuring diverse firms for future opportunities - many are still in various stages of our process for consideration.

# 10.1.1 AT&T Supplier Diversity Goals

Table Annual Short, Mid, & LT Goals by SIC

M/W/DV/LGBTQBE Annual Short, Mid, and Long-Term Goals by SIC Category																						
SIC Product/Service Descriptions		Short-Term 2021							Mid-Term 2022							Long-Term 2023						
		Minority		Total Minority Business Enterprise	Total Women Business Enterprise	Total Minority & Women Business Enterprises	Disabled Veteran Business Enterprise	LGBTQ Business Enterprise	Minority		Minority Business Enterprise	Women Business Enterprise	Total Minority & Women Business Enterprises	Disabled Veteran Business Enterprise	Disabled Veteran Business Enterprise	Minority		Minority Business Enterprise	Women Business Enterprise	Total Minority & Women Business Enterprises	Disabled Veteran Business Enterprise	Disabled Veteran Business Enterprise
		Men	Women	MBE	WBE	M/WBE	DVBE	LGBTQ	Men	Women	MBE	WBE	M/WBE	DVBE	LGBTQ	Men	Women	MBE	WBE	M/WBE	DVBE	LGBTQ
15	Building Construction/General Contractors Operative Builders	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%
17	Construction Special Trade Contractors	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%
35	Industrial/Commercial Machinery Computer Equipment	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%
36	Electronic - Other Electrical Equipment/Components (Except Computer Equipment)	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%
47	Transportation Services	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%
50	Wholesale Trade/Durable Goods	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%
51	Wholesale Trade/Non-Durable Goods	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%
55	Automotive Dealers Gasoline Service Stations	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%
73	Business Services	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%
81	Legal Services	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%
87	Engineering, Accounting, Research Management and Related Services	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%
<b>Grand Total</b>		<b>11.0%</b>	<b>4.0%</b>	<b>15.0%</b>	<b>5.0%</b>	<b>20.0%</b>	<b>1.5%</b>	<b>0.04%</b>	<b>11.0%</b>	<b>4.0%</b>	<b>15.0%</b>	<b>5.0%</b>	<b>20.0%</b>	<b>1.5%</b>	<b>0.04%</b>	<b>11.0%</b>	<b>4.0%</b>	<b>15.0%</b>	<b>5.0%</b>	<b>20.0%</b>	<b>1.5%</b>	<b>0.04%</b>



## 10.1.2 Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year

AT&T Supplier Diversity planned several program activities for 2021 based on the national recovery from the COVID-19 pandemic. We intend to continue to execute in a virtual format to conduct supplier engagement activities including, conferences, workshops, panel participation, supplier presentations, business matchmakers, and roundtable interviews.

Additionally, Supplier Diversity will continue to build upon its program development and execution to further enhance our ability to identify and engage diverse business from across the country. We will place targeted interest in working with businesses in areas of underutilization. Our plans include the following:

- Build upon our 21.5% spend goal with diverse suppliers, placing additional emphasis on LGBT participation in California.
- Continue engagement with AT&T Global Supply Chain sourcing teams to identify areas of opportunity for diverse supplier sourcing.
- Increase Tier 2 engagement and reporting to further support diverse businesses in California.
- Maintain support and participation with regional diverse business groups and organizations.
- Initiate a Buy Small, Buy Local, Buy Diverse program rollout for 10 major cities across the United States, including in California.

In 2021, we will maintain our industry leadership by executing our programs, diversity engagement and most importantly our spend with diverse suppliers in California. Over the next 12-months, AT&T Supplier Diversity will provide ongoing support to California's minority, women, disabled veterans, and lesbian, gay, bisexual, and transgender business community.

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

The Supplier Diversity organization will promote certified diverse businesses in specific categories across the company. Subject matter experts within our team are aligned to support nearly 60 different spend categories which includes underutilized segments such as Legal, Finance

Advertising, and Staffing. Supplier Diversity Managers will work closely with leadership from Global Supply Chain, AT&T Prime Suppliers and internal business units to identify future AT&T projects that are either Tier-1 or Tier-2, as well as advocate for minority businesses that may be affected by vendor consolidation projects.

#### 10.1.4 Plans for Recruiting WMDVLGBTBE Suppliers Where Unavailable

AT&T does not exclude any product or service category from our purchasing other than payments to utilities, government agencies, and affiliates. Payment exceptions listed are permissible exclusions under the GO 156.

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

AT&T is steadfast in encouraging subcontracting opportunities be awarded to diverse suppliers. Our procurement contracts outline AT&T's expectation to receive written diverse supplier inclusion plans from Tier-1 (Prime) Suppliers. After procurement plans are established, Prime Suppliers are assigned to diversity managers within the Supplier Diversity organization that will drive progress of diverse vendor utilization.

In 2021, the Supplier Diversity organization will focus on including targets for subcontracting with diverse vendors in major RFPs. Managers are assigned to specific procurement teams to identify upcoming opportunities and will provide input on the subcontracting performance of existing Prime Suppliers.

AT&T has also incorporated diverse supplier utilization criteria into our "Supplier of The Year" and "Preferred Supplier" programs to incentivize Prime Suppliers to seek opportunities to increase their spend with diverse subcontractors. These strategies are expected to expand the identification of sub-contracting opportunities over the next 12-months. Additional activities to increase Prime Supplier subcontracting results are:

- Reviewing on a quarterly basis, Prime Supplier results focused on those underperforming against targets;
- Conducting Virtual Matchmaking events in emerging spend categories with Prime Suppliers utilizing the enhanced VMOD platform;
- Inviting Prime Suppliers to AT&T Supplier diversity sponsored events; and
- Enhancing the Prospective Supplier process to direct vetted Diverse Suppliers to the VMOD platform

Collectively we believe our transformation efforts will lead to creating new best practices that will assist in our Supplier Diversity efforts.

### 10.1.6 Plans for Complying with WMDVLGBTBE Program Guidelines

AT&T will comply with the General Order 156 program guidelines and regulations as follows:

- Request all Prime Suppliers, within guidelines, to submit an annual subcontracting contracting plan that documents an in-year diversity spend goal
- Conduct on-going collaboration meetings with internal business unit leadership
- Execute quarterly Supplier Diversity results reviews with Global Supply Chain Leadership
- Work with peers from the Joint Utilities to share best practices, create workshops, and collaborate to support the LGBT community
- Develop meaningful workshops to support the minority business community
- Encourage qualified M/W/DV/LGBTBEs to get certified through the Supplier Clearinghouse
- Develop a AT&T Prime Supplier virtual engagement series in growth areas of the business