



15505 Sand Canyon Avenue  
Building D, Floor 2  
Irvine, CA 92618

Jesús G. Román  
Vice President, Government Affairs  
(949) 286-7202  
[jesus.g.roman@verizon.com](mailto:jesus.g.roman@verizon.com)

March 1, 2022

**VIA E-MAIL**

Ms. Rachel Peterson, Executive Director  
California Public Utilities Commission  
505 Van Ness Avenue  
San Francisco, CA 94102-3298

RE: **Verizon Wireless 2021 General Order 156 Compliance Filing  
Annual Report and Annual Plan**

Dear Ms. Peterson:

Pursuant to General Order 156, Verizon Wireless hereby submits its 2021 Annual Report and Annual Plan. The Annual Report also includes the Annual Revenue Report which contains the aggregate number of Women, Minority, and Disabled Veteran Business Enterprise (WBE, MBE and DVBE, respectively) suppliers that provide products or services to Verizon Wireless, based on revenue information obtained from the WMDVBE clearinghouse.

This report is available to others upon request. This Report and Annual Plan is submitted on behalf of the following entities d/b/a Verizon Wireless in California:

Alltel Corporation (U-3025-C)  
AirTouch Cellular Inc. (U-3011-C)  
California RSA. No. 4 Limited Partnership (U-3038-C)  
Cellco Partnership (U-3001-C)  
Fresno MSA Limited Partnership (U-3005-C)  
GTE Mobilnet of California Limited Partnership (U-3002-C)  
Los Angeles SMSA Limited Partnership (U-3003-C)  
Pinnacles Cellular, Inc. (U-3028-C)  
Redding MSA Limited Partnership (U-3091-C)  
Sacramento-Valley Limited Partnership (U-3004-C)  
Visible Services LLC (U-4516-C)

Should you have any questions, please do not hesitate to contact me.

Respectfully submitted,

Jesús G. Román  
Vice President, Government Affairs

Enclosure



**WOMEN, MINORITY, AND DISABLED VETERAN  
BUSINESS ENTERPRISE  
ANNUAL REPORT AND ANNUAL PLAN**

**CPUC**

**January – December 2021**

## WOMEN, MINORITY, AND DISABLED VETERAN BUSINESS ENTERPRISE ANNUAL REPORT AND ANNUAL PLAN

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## **INTRODUCTION**

In accordance with the requirements of the California Public Utilities Commission, (CPUC) General Order 156, Verizon Wireless hereby electronically submits the attached Annual Report and Annual Plan that covers women, minority, disabled veteran, lesbian, gay, bisexual, and transgender-owned business enterprise (“WMDVLGBTBE” or “diverse suppliers”) activities from January 1, 2021 – December 31, 2021.

## **OVERVIEW**

In 2021, Verizon Wireless spent 25.27% of its procurement dollars with diverse suppliers.

At Verizon, we create the networks that move the world forward. This is our Purpose. To help deliver on our Purpose, we work with diverse suppliers.

Working with diverse suppliers is a business imperative that we are committed to. When we reduce barriers, enable growth and opportunities for diverse suppliers, we make their business and our business better, we support the economic growth in our communities and create great customer experiences by providing innovative products, services and solutions.

In the following sections of this report, Verizon Wireless discusses each topic in Sections 9.1.1 through 10.1.6.

**GO 156, §9.1.1: A description of WMDVLGBTBE program activities engaged in during the previous calendar year. Internal program activities.****INTERNAL PROGRAM ACTIVITIES**

Our supplier diversity framework is based on strong leadership and commitment at the top. Verizon's Board, where our members are 60% women or people of color, has approved diversity targets as performance measures in our short-term incentive plan for over 20 years.

We have a shared responsibility model where supplier diversity is an integral part of Verizon's strategy to drive innovation with designed collaborations to create opportunities for diverse businesses. Verizon's C-Suite executives are assigned supplier diversity targets annually. Supplier diversity results and trending analytics are reviewed regularly with Verizon's C-Suite executives, senior leaders, supplier diversity champions and strategic sourcing personnel.

The supplier diversity team works closely with supplier diversity champions across the business to help drive diversity spend across the enterprise. These supplier diversity champions advocate for diverse suppliers by educating employees on the benefits of doing business with diverse suppliers, provide diverse suppliers with information on business requirements and help drive the inclusion of diverse businesses in strategic sourcing initiatives.

Verizon continued to focus on ways to promote and grow diversity in the supply chain as discussed in this report. Among other things, the supplier diversity team partnered with marketing's supplier diversity champions and the NMSDC on presenting the value of being a certified minority business at Verizon's Marketing/Black Media Summit in 2021.

Verizon's Global Real Estate and Global Supply Chain Diversity Equity & Inclusion Council raises self-awareness so that we can define and create pathways to remove barriers through partnership and education. Verizon hosted a fireside chat with Ying McGuire, President of the NMSDC, on supplier diversity, equity and inclusion.

We operate a strong multi-tier supplier diversity spend program. We encourage our prime suppliers to honor their commitment to supplier diversity by: including qualified diverse suppliers as subcontractors/second tier suppliers in Verizon procurements and submitting quarterly reports via our supplier portal that documents their spending with diverse suppliers. We include supplier diversity language in our contracts that require prime suppliers to commit to a percentage of spend with diverse suppliers and achieve improvement in spend year-over-year.

Verizon's Premier Supplier Academy (PSA) matchmaking session provides customized opportunities for suppliers to understand Verizon's business requirements while expanding business opportunities and enhancing relationships. Verizon co-hosted a PSA session with our real estate prime suppliers in 2021 to support the growth and opportunities of diverse suppliers in their supply chain. Verizon received the "Client of the Year" award from Cushman and Wakefield for our dedication to supplier diversity in 2021.

**GO 156, §9.1.1: A description of WMDVLGBTBE program activities engaged in during the previous calendar year. External program activities.****EXTERNAL PROGRAM ACTIVITIES**

Verizon believes it has an ongoing corporate social responsibility to make a difference where it can. Volunteerism, pledges, match making sessions and accelerator support are examples of some of the external work we're doing to have a positive impact and drive for economic parity for diverse businesses. Verizon has taken various actions over the past year to promote diverse businesses, its customers, and the community in general, including the following:

- Verizon attended WBENC's virtual event in March, in support of celebrating women's history month
- Participated in a networking session at the FCC's virtualTech Symposium on April 28th
- Participated in Wireless Infrastructure Association's virtual matchmaking session on May 19th
- NMSDC presented the value of being a certified minority business at Verizon's Marketing/Black Media Summit held on May 24th
- Partnered with BDR members, JP Morgan Chase and Boeing on a virtual panel on May 28th to discuss the importance of supplier diversity to small diverse businesses
- Participated in matchmaking sessions during Disability:IN's annual conference held on July 12th
- Participated in matchmaking sessions during the National Veteran Business Development Council held on August 5th
- Our executives engaged with community partners that give a voice to diverse businesses, and are committed to their inclusion and growth:
  - Verizon executive, Diana Scudder, VP Global Network Operations participated in WBENC's Technology panel at their annual virtual conference on June 22nd
  - John Vazquez, SVP Supply Chain/Real Estate and CPO, participated in a panel discussion on supplier diversity at the NMSDC's program management seminar on July 19th
  - Carin Khoo, VP IP Tech & Product Development, participated as a panelist at ACE's Women Leaders Digital Campaign on August 18th.
  - John Vazquez and President of the NMSDC, Ying McGuire participated in a Fireside Chat about supplier diversity, equity and inclusion, hosted by Verizon, on September 22nd
  - Attended the NMSDC's virtual annual conference and business opportunity exchange from October 25-28
  - Attended CPUC's virtual joint utilities expos on April 28th and October 27th
- Citizen Verizon is our responsible business plan for economic, environmental and social advancement, and reinforces our commitment to addressing the most pressing societal issues of our time – the digital divide, climate change and human prosperity. Our Citizen Verizon initiative is committing \$3 billion in

its responsible business investment from 2020-2025 to continue helping vulnerable communities bridge the digital divide and prepare for the digital economy of the future.

- The Verizon Small Business Digital Ready initiative is part of our Citizen Verizon commitment to helping businesses succeed in the digital economy by providing resources to help one million small businesses thrive by 2030. Small business owners can benefit from learning modules, expert coaching and peer networking all available on this online portal. Participants who register and complete two courses or mentoring events will be eligible to apply for grant funding exclusive to users of Small Business Digital Ready. We will continuously assess content to ensure we serve the needs of small and diverse businesses.
- Our focus on the supply chain and community has helped businesses thrive. We've committed pledges and sponsorships to WBENC, NMSDC, US Black Chambers and the National: LGBT Chamber of Commerce (in support of impacting LGBT businesses in California) to drive growth and help businesses strive for economic parity.
- Verizon is a charter member of the Billion Dollar Roundtable, a coalition of 28 companies that spend more than \$1 billion each year with diverse businesses.

In 2021, our key community partners included the US Black Chambers of Commerce, the National Minority Supplier Development Council, the Women's Business Enterprise National Council, the NGLCC/National LGBT Chamber of Commerce, the US Hispanic Chamber of Commerce, the National Veterans Business Development Council, Disability: IN, U.S. Pan Asian American Chamber of Commerce, National Asian/Pacific Islander American Chamber of Commerce and Entrepreneurship, the Billion Dollar Roundtable

### **Awards & Recognition**

Verizon's commitment to diversity both within the company and externally through its supply chain has been recognized on a number of occasions, including the following:

- We were recognized in July 2021 for the 16th year, as a Top Company for Multicultural Women by Seramount
- We were named #7 Fortune 500 company for diversity and inclusion, Forbes (June 2021)
- We were also named to the 2021 America's Best Employers for Diversity by Forbes Media (April 2021)
- Verizon received the "Client of the Year" award from Cushman and Wakefield for our dedication to supplier diversity in 2021
- Verizon was recognized as number 2 of 2022 Military Friendly Companies for our recruitment, retention, and advancement of military veterans and service members (November 2021)

- We were received 5 stars on governance and 4 stars in employment and procurement in the 2021 Hispanic Association of Corporate Responsibility (HACR) Inclusion Index (September 2021)
- The Brandon Hall Group HCM Excellence Awards gave Verizon the highest honors for its Diversity, Equity, and Inclusion Strategy (August 2021)
- Verizon scored 100% on Disability IN's "Disability Equality Index" (July 2021)
- We are on LinkedIn's top 20 workplaces to grow one's career (June 2021)
- We received a 100% score in the 2021 Human Rights Campaign Corporate Equality Index (CEI), and as one of the best places to work for LGBTQ Equality (January 2021)

### **External Communication**

Verizon provides valuable information to diverse businesses through our supplier diversity website at the following URL: [www.verizon.com/about/our-company/supplier-diversity](http://www.verizon.com/about/our-company/supplier-diversity) This information includes requirements for diverse suppliers, information regarding our tier 2 program, our standards, answers to frequently asked questions, supplier diversity awards and recognitions, as well as links to our social media channels.

**GO 156 §9.1.2: A summary of WMDVLGBTBE purchases and/or contracts, with breakdowns by ethnicity, product and service categories, compared with total utility contract dollars, awarded to outside vendors in those categories**

WMDVLGBTBE Annual Results by Ethnicity:<sup>1</sup>

Verizon	2021	G.O. #156 Sec. 9.1.2				
WMDVLGBTBE Annual Results by Ethnicity						
		2021				
		Direct	Sub	Total \$	%	
1	<b>Minority Male</b>	Asian Pacific American	\$196,458,088	\$68,463,952	\$264,922,040	9.74%
2		African American	\$70,721,873	\$8,219,728	\$78,941,602	2.90%
3		Hispanic American	\$59,287,406	\$78,979,296	\$138,266,702	5.09%
4		Native American	\$647,373		\$647,373	0.02%
5		Total Minority Male	\$327,114,741	\$155,662,976	\$482,777,717	17.76%
6	<b>Minority Female</b>	Asian Pacific American	\$39,810,021	\$25,995,824	\$65,805,845	2.42%
7		African American	\$343,783	\$1,602,731	\$1,946,514	0.07%
8		Hispanic American	\$32,769,742	\$4,699,013	\$37,468,754	1.38%
9		Native American	\$426,897	\$0	\$426,897	0.02%
10		Total Minority Female	\$73,350,442	\$32,297,568	\$105,648,010	3.89%
11	Total Minority Business Enterprise (MBE)		\$400,465,183	\$187,960,544	\$588,425,728	21.64%
12	Women Business Enterprise (WBE)		\$65,193,895	\$22,841,334	\$88,035,228	3.24%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$1,566,775	\$0	\$1,566,775	0.06%
14	Disabled Veteran Business Enterprise (DVBE)		\$7,068,689	\$2,026,966	\$9,095,654	0.33%
15	Other 8(a)*		\$0	\$0	\$0	0.00%
16	<b>TOTAL WMDVLGBTBE</b>		<b>\$474,294,542</b>	<b>\$212,828,843</b>	<b>\$687,123,385</b>	<b>25.27%</b>
17	<b>Net Procurement**</b>		<b>\$2,718,666,397</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

<sup>1</sup>The Purchase Base and diverse supplier spending dollar amounts shown in the table are derived from a national system and are not limited to Verizon Wireless spending for business activity in California and are inclusive of amounts spent with all diverse suppliers certified with the Clearinghouse regardless of location.

WMDVLGBTBE Direct Procurement by Product and Service Categories:

Verizon		2021		G.O. #156 Sec. 9.1.2					
WMDVLGBTBE Direct Procurement by Product and Service Categories									
			Products		Services		Total		
			\$	%	\$	%	\$	%	
1	Minority Male	Asian Pacific American	Direct	\$61,614,882	2.27%	\$134,843,207	4.96%	\$196,458,088	7.23%
2		African American	Direct	\$67,937,994	2.50%	\$2,783,879	0.10%	\$70,721,873	2.60%
3		Hispanic American	Direct	\$54,895,304	2.02%	\$4,392,102	0.16%	\$59,287,406	2.18%
4		Native American	Direct	\$0	0.00%	\$647,373	0.02%	\$647,373	0.02%
5		Total Minority Male	Direct	\$184,448,180	6.78%	\$142,666,561	5.25%	\$327,114,741	12.03%
6	Minority Female	Asian Pacific American	Direct	\$31,725,127	1.17%	\$8,084,894	0.30%	\$39,810,021	1.46%
7		African American	Direct	\$0	0.00%	\$343,783	0.01%	\$343,783	0.01%
8		Hispanic American	Direct	\$23,544,502	0.87%	\$9,225,240	0.34%	\$32,769,742	1.21%
9		Native American	Direct	\$426,897	0.02%	\$0	0.00%	\$426,897	0.02%
10		Total Minority Female	Direct	\$55,696,527	2.05%	\$17,653,916	0.65%	\$73,350,442	2.70%
11	Total Minority Business Enterprise (MBE)	Direct	\$240,144,707	8.83%	\$160,320,477	5.90%	\$400,465,183	14.73%	
12	Women Business Enterprise (WBE)	Direct	\$50,306,908	1.85%	\$14,886,986	0.55%	\$65,193,895	2.40%	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Direct	\$0	0.00%	\$1,566,775	0.06%	\$1,566,775	0.06%	
14	Disabled Veteran Business Enterprise (DVBE)	Direct	\$805,468	0.03%	\$6,263,221	0.23%	\$7,068,689	0.26%	
15	Other 8(a)*	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%	
16	<b>TOTAL WMDVLGBTBE</b>	<b>Direct</b>	<b>\$291,257,083</b>	<b>10.71%</b>	<b>\$183,037,459</b>	<b>6.73%</b>	<b>\$474,294,542</b>	<b>17.45%</b>	
17	Total Product Procurement			\$1,222,483,254					
18	Total Service Procurement			\$1,496,183,143					
19	Net Procurement**			\$2,718,666,397					
20	Total Number of WMDVLGBTBEs that Received Direct Spend							73	

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

WMDVLGBTBE Subcontractor Procurement by Product and Service Categories:

Verizon		2021		G.O. #156 Sec. 9.1.2					
WMDVLGBTBE Subcontractor Procurement by Product and Service Categories									
				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male	Asian Pacific American	Sub	\$52,172,804	1.92%	\$16,291,148	0.60%	\$68,463,952	2.52%
2		African American	Sub	\$960	0.00%	\$8,218,768	0.30%	\$8,219,728	0.30%
3		Hispanic American	Sub	\$77,730,455	2.86%	\$1,248,841	0.05%	\$78,979,296	2.91%
4		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
5		Total Minority Male	Sub	\$129,904,219	4.78%	\$25,758,757	0.95%	\$155,662,976	5.73%
6	Minority Female	Asian Pacific American	Sub	\$4,335,571	0.16%	\$21,660,253	0.80%	\$25,995,824	0.96%
7		African American	Sub	\$0	0.00%	\$1,602,731	0.06%	\$1,602,731	0.06%
8		Hispanic American	Sub	\$2,149,027	0.08%	\$2,549,986	0.09%	\$4,699,013	0.17%
9		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
10		Total Minority Female	Sub	\$6,484,598	0.24%	\$25,812,970	0.95%	\$32,297,568	1.19%
11	Total Minority Business Enterprise (MBE)	Sub	\$136,388,817	5.02%	\$51,571,727	1.90%	\$187,960,544	6.91%	
12	Women Business Enterprise (WBE)	Sub	\$10,728,556	0.39%	\$12,112,777	0.45%	\$22,841,334	0.84%	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
14	Disabled Veteran Business Enterprise (DVBE)	Sub	\$281,639	0.01%	\$1,745,327	0.06%	\$2,026,966	0.07%	
15	Other 8(a)*	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
16	TOTAL WMDVLGBTBE	Sub	\$147,399,012	5.42%	\$65,429,832	2.41%	\$212,828,843	7.83%	
17	Total Product Procurement			\$1,222,483,254					
18	Total Service Procurement			\$1,496,183,143					
19	Net Procurement**			\$2,718,666,397					

NOTE: \* FIRMS CLASSIFIED AS 8(s) 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

WMDVLGBTBE Procurement by Standard Industrial Categories:

Table represents only Direct Spend

NOTE: FIRMS WITH MULTIPLE 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  
 \*\*\*\* PERCENTAGE OF TOTAL DOLLARS  
 \*\*\*\*\*SIC Codes with no Diverse Spend (7, 8, 13, 14, 20, 22, 24, 25, 26, 28, 29, 30, 31, 32, 33, 35, 37, 39, 40, 41, 42, 44, 45, 47, 49, 52, 53, 54, 55, 56, 58, 59, 60, 61, 62, 63, 64, 67, 70, 72, 75, 78, 79, 80, 81, 82, 83, 84, 91, 92, 99)

SIC Code	SIC Category	Asian Pacific American		African American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	LGBTBI	Disabled Veterans Enterprise (DVE)	Other 8(a)**	Total WMDVLGBTBE	Total Dollars
		Male	Female	Male	Female	Male	Female	Male	Female							
15	Construction - General Contractors & Operative Builders	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
16	Heavy Construction, Except Building Construction, Contractor	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
17	Construction - Special Trade Contractors	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
27	Printing, Publishing and Allied Industries	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
34	Fabricated Metal Products	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
36	Electronic & Other Electrical Equipment & Components	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
38	Measuring, Photographic, Medical, & Optical Goods, & Clocks	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
48	Communications	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
50	Wholesale Trade - Durable Goods	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
51	Wholesale Trade - Nondurable Goods	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
57	Home Furniture, Furnishings and Equipment Stores	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
68	Real Estate	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
73	Business Services	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
76	Miscellaneous Repair Services	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
87	Engineering, Accounting, Research, and Management Services	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
89	Services, Not Elsewhere Classified	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
100	Other****	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
	TOTAL	\$ 196,458,088	\$ 39,810,021	\$ 70,721,873	\$ 343,783	\$ 59,287,406	\$ 32,789,742	\$ 54,737	\$ 428,897	\$ 394,883,412	\$ 65,433,895	\$ 1,566,775	\$ 7,088,889	\$ 0	\$ 474,294,542	\$ 2,716,866,397
		7.23%	1.46%	2.80%	0.01%	2.18%	1.21%	0.02%	0.02%	14.52%	2.40%	0.06%	0.28%	0.00%	17.45%	100.00%
	Total Product Procurement														\$ 1,222,483,254	
	Total Service Procurement														\$ 1,496,183,143	
	Net Procurement****														\$ 2,718,666,397	

Verizon  
 WMDVLGBTBE Procurement by Standard Industrial Categories  
 2021  
 G.O. #156 Sec 9.1.2

Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse:

Verizon	2021	G. O. #156 Sec 9.1.2 (D.11-05-019 & D.06-11-028)
Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse		

Data on Number of Suppliers												
# WMDVLGBTBEs	Revenue Reported to CHS						Utility-Specific 2021 Summary					
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
Under \$1 million	6	1	0	0	0	7	25	15	0	1	0	41
Under \$5 million	6	4	0	1	0	11	4	8	1	2	0	15
Under \$10 million	8	7	0	1	0	16	3	6	0	0	0	9
Above \$10 million	20	16	1	1	0	38	8	0	0	0	0	8
<b>TOTAL</b>	<b>40</b>	<b>28</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>72</b>	<b>40</b>	<b>29</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>73</b>

Revenue and Payment Data												
WMDVLGBTBE \$M	Revenue Reported to CHS						Utility-Specific 2021 Summary					
	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
Under \$1 million	\$ 2.7	\$ 0.6	\$ -	\$ -	\$ -	\$ 3.3	\$ 7.6	\$ 2.6	\$ -	\$ 0.8	\$ -	\$ 11.0
Under \$5 million	\$ 13.6	\$ 7.9	\$ -	\$ 1.2	\$ -	\$ 22.8	\$ 9.5	\$ 22.2	\$ 1.6	\$ 6.3	\$ -	\$ 39.5
Under \$10 million	\$ 56.4	\$ 50.9	\$ -	\$ 7.4	\$ -	\$ 114.6	\$ 20.0	\$ 40.5	\$ -	\$ -	\$ -	\$ 60.4
Above \$10 million	\$ 15,162.1	\$ 3,620.4	\$ 13.0	\$ 11.0	\$ -	\$ 18,806.5	\$ 363.4	\$ -	\$ -	\$ -	\$ -	\$ 363.4
<b>TOTAL</b>	<b>\$ 15,234.8</b>	<b>\$ 3,679.8</b>	<b>\$ 13.0</b>	<b>\$ 19.6</b>	<b>\$ -</b>	<b>\$ 18,947.2</b>	<b>\$ 400.5</b>	<b>\$ 65.2</b>	<b>\$ 1.6</b>	<b>\$ 7.1</b>	<b>\$ -</b>	<b>\$ 474.3</b>

NOTE: \* FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  
 CHS: SUPPLIER CLEARINGHOUSE

Description of Number of WMDVLGBTBE Suppliers with California Majority Workforce:

Verizon Wireless does not track this information.

**GO 156 §9.1.3: An itemization of WMDVLGBTBE program expenses.**

<b>Expense Category</b>	<b>2021 Actuals</b>
Wages*	\$25,000
Other Employee Expense	\$0
CPUC Clearinghouse	\$33,086
Program Expense	N/A
Technical Assistance	N/A
Total	\$58,086

The table above represents program expenses from Verizon's external affairs, regulatory, legal, supplier diversity organizations, as well as additional support.

\*Note: the wages entry reflects the supplier diversity department wages only. The Regulatory department wages are not reflected above.

**GO 156, § 9.1.4: A description of progress in meeting or exceeding set goals and an explanation of any circumstances that may have caused the utility to fall short of its goals**

In 2021, Verizon Wireless spent 25.27% of its procurement dollars with women, minority, disabled veteran, lesbian, gay, bisexual, and transgender-owned business enterprises (WMDVLGBTBEs).

**Minority Business Enterprises (MBE)**

MBE purchases accounted for \$588.4 million of total purchases in 2021. This resulted in a 21.64% MBE spend, surpassing the 2021 goal of 15.00%.

**Women Business Enterprises (WBE)**

WBE purchases accounted for \$88.0 million of total purchases in 2021. This resulted in a 3.24% WBE spend. However, the overall spend with minority women combined with WBEs is 7.12%, which surpasses the 2021 goal of 5.00%.

**Disabled Veteran Business Enterprises (DVBE)**

DVBE purchases accounted for \$9.1 million of total purchases in 2021. This resulted in a 0.33% DVBE spend, falling short of the 2021 goal of 1.50%.

Overall spend increased with DVBEs year-over-year. Verizon will continue to focus on increasing opportunities with DVBEs in 2021.

**Lesbian, Gay, Bisexual, and Transgender Business Enterprises (LGBTBE)**

LGBTBE purchases accounted for \$1.6 million of total purchases in 2021. This resulted in a 0.06% LGBTBE spend, surpassing the 2021 goal of 0.02%.

WMDVLGBTBE Results and Goals:

Verizon	2021	G.O. #156 Sec. 9.1.4
<b>WMDVLGBTBE Results and Goals</b>		

Category	2021 Results	2021 Goals
Minority Men	17.76%	0.00%
Minority Women	3.89%	0.00%
Minority Business Enterprise (MBE)	21.64%	15.00%
Women Business Enterprise (WBE)	3.24%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.06%	0.02%
Disabled Veteran Business (DVBE)	0.33%	1.50%
<b>TOTAL WMDVLGBTBE</b>	<b>25.27%</b>	<b>21.52%</b>

% - PERCENTAGE OF NET PROCUREMENT

**GO 156, § 9.1.5: A summary of prime contractor utilization of WMDVBE subcontractors.**

In 2021, Verizon Wireless continued with a multi-tier focus, identifying direct and subcontracting opportunities to increase spend across numerous categories. This focus included partnering with business stakeholders and our strategic sourcing organization, as well as working with our prime suppliers, to ensure they engaged with diverse suppliers in their procurement processes.

Prime suppliers submitted second tier spend with WMDVBE suppliers in the following categories:

Verizon	2021	G.O. #156 Sec. 9.1.5
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>	\$327,114,741	\$73,350,442	\$400,465,183	\$65,193,895	\$1,566,775	\$7,068,689	\$0	\$474,294,542
<b>Subcontracting \$</b>	\$155,662,976	\$32,297,568	\$187,960,544	\$22,841,334	\$0	\$2,026,966	\$0	\$212,828,843
<b>Total \$</b>	<b>\$482,777,717</b>	<b>\$105,648,010</b>	<b>\$588,425,728</b>	<b>\$88,035,228</b>	<b>\$1,566,775</b>	<b>\$9,095,654</b>	<b>\$0</b>	<b>\$687,123,385</b>

<b>Direct %</b>	12.03%	2.70%	14.73%	2.40%	0.06%	0.26%	0.00%	17.45%
<b>Subcontracting %</b>	5.73%	1.19%	6.91%	0.84%	0.00%	0.07%	0.00%	7.83%
<b>Total %</b>	<b>17.76%</b>	<b>3.89%</b>	<b>21.64%</b>	<b>3.24%</b>	<b>0.06%</b>	<b>0.33%</b>	<b>0.00%</b>	<b>25.27%</b>

<b>Net Procurement**</b>	<b>\$2,718,666,397</b>
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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

**GO 156, § 9.1.6: A list of WMDVLGBTBE complaints received during the past year, accompanied by a brief description of the nature of each complaint and its resolution or current status.**

Verizon Wireless is proactive in resolving issues that arise as a result of direct or subcontracting relationships. There were no complaints filed with the Clearinghouse in 2021.

**GO 156, § 9.1.7: Summary of purchases/contracts for products/services in excluded categories**

Verizon Wireless did not exclude any product/service category from its purchase base. Only exclusions specifically stated in General Order 156, Section 8 such as payments to other utilities, government fees and taxes and Verizon affiliates are excluded.

**GO 156, § 9.1.8: A description of any efforts made to recruit WMDVLGBTBE suppliers of products or services in procurement categories where WMDVLGBTBE utilization has been low, such as legal and financial services, fuel procurement, and areas that are considered highly technical in nature.**

## **LEGAL SERVICES**

Verizon continued its commitment to the Commission's efforts to increase supplier diversity within the legal profession. Verizon's diversity initiatives include the following:

### **Retention of Diverse Law Firm in California:**

Verizon exercised its commitment to supporting diversity in the legal profession through its hiring of a diverse law firm in California. Specifically, in 2021, Verizon retained Alvarado Smith, a law firm that is certified by the Clearinghouse as a Diverse Supplier, to represent Verizon in regulatory matters before the Commission. In retaining Alvarado Smith, Verizon has invested in training the law firm in the practice area of communications regulatory law, an area in which it had not previously established a practice. Alvarado Smith is gaining substantial regulatory law experience and has already represented Verizon in a number of proceedings at the Commission.

### **ABA Resolution 113:**

Verizon is committed to increasing diversity in the legal profession. In furtherance of this commitment, Verizon joined the General Counsel Initiative to Implement the American Bar Association's Resolution 113. This Resolution urges all providers of legal services, including corporations and law firms, to expand and create opportunities at all levels of responsibility for diverse attorneys. As part of the Initiative to Implement Resolution 113, we require our U.S. based law firms providing legal services to Verizon or competing for Verizon's business to complete the ABA Model Survey.

### **Law Firm and Supplier Diversity & Inclusion Program:**

Diversity is a key component of selection of outside counsel. Verizon expects our law firms to care about diversity and inclusion in the legal profession and encourages our partner firms to not only staff Verizon matters with diverse attorneys, but to also demonstrate a commitment to the hiring, retention and promotion of diverse attorneys. Verizon requires all of its firms to provide diversity-related information for their timekeepers in our Tymetrix 360 billing system. These fields must be completed to submit timekeeper rates and to bill timekeepers' time on invoices. We have developed an outside counsel diversity & inclusion program that evaluates our law firms and other suppliers and vendors' commitment to diversity and inclusion and encourages them to:

1. Demonstrate a commitment to the hiring, retention and promotion of diverse attorneys and professionals.
2. Demonstrate a regular and sustained increase in the number of diverse attorneys and professionals, including leadership roles at partner level and above.
3. Include diverse attorneys when staffing all of Verizon's matters. Our current goal is that of the total annual fees billed by all firms working on all Verizon matters, at least 25% will be from Diverse attorneys, and in addition at least 35% will be from Gender Diverse attorneys, and we hope to raise those goals in future years.
4. Provide diversity metrics (including completing a diversity survey and providing data to show, among attorneys overall and in equity partner and leadership roles, the representation of females, and for U.S. attorneys only, the representation of racial/ethnic minorities, LGBTQ individuals, and individuals with disabilities).
5. Advise of participation in the Mansfield Rule or any similar initiative that seeks to increase opportunities for diverse attorneys to obtain senior leadership roles.
6. Provide information regarding the firm's credit allocation system (including data showing the percentage of origination, relationship, and/or responsible attorney credit currently attributed to racial/ethnically diverse attorneys and women).

We evaluate law firm and other supplier/vendor practices and results and work to recognize and reward partner firms' commitment to diversity and inclusion throughout the engagement. We also partner with organizations such as NAMWOLF to hire diverse lawyers and teams directly and consider hiring from minority- or woman-owned law firms through that partnership. NAMWOLF has created a certification program for law firms to demonstrate that they are minority-owned firms capable of providing high-quality legal services. We participate in NAMWOLF's annual conference and regularly have partnered to engage certified firms.

### **Law Firm Diversity Partnerships**

Verizon has also partnered with its law firm partners to train and mentor diverse law students and attorneys to enhance the legal pipeline. In 2014 Verizon partnered with Kirkland and Ellis, LLP to create the Kirkland/Verizon Leadership Council for Legal Diversity (LCLD) 1L Scholar Program. Since then, during this 10-week program each summer, the 1L Scholar begins their summer at Kirkland & Ellis (in New York) and spends their last 4 - 5 weeks at Verizon's corporate offices in Basking Ridge, New Jersey. The program advances the selected scholar's professional development by enabling the formation of collegial and mentoring relationships and allowing the 1L Scholar an early view into work in-house at a communications and technology company and as outside counsel at a major law firm. In addition, each summer the 1L Scholar is exposed to a variety of work assignments from different practice areas.

Verizon has expanded this program to additional law firms and has also partnered with Maguire Woods, LLP to create a similar LCLD Summer scholar program in Chicago beginning in the summer of 2020 and has developed partnerships with

Morgan Lewis & Bockius LLP in Washington, DC and Pillsbury Withrop Shaw & Pittman LLP in New York. Our summer of 2021 class included four interns that were able to split their time between Verizon and these preferred law firm partners.

This year, in 2022 we're launching a new pipeline program with our partner law firm, Greenberg Traurig. The pilot program will be made available to students of several Historically Black Colleges and Universities (HBCU) and will have two components. In February, students were invited to attend an interactive webinar focused on demystifying law school and the practice of law, and afterwards, eligible students will be invited to apply to a 10-week paid internship with Verizon and Greenberg. Selected interns will also receive a scholarship/grant award to assist them with applying for law school.

In addition, Verizon's legal team partners with outside counsel to train employees and raise awareness of diversity and inclusion issues by participating in various diversity related panels and legal training.

### **Engage Excellence Program**

Verizon, along with DuPont, General Mills, and Walmart, launched the Engage Excellence minority lawyer inclusion incentive program in 2014. The effort is designed to engage diverse lawyers on significant matters and promote diversity in majority law firms. We pledge to hire diverse lawyers within law firms to be lead counsel on significant matters and require each firm to assign a diverse legal team to those matters. The program also requires the law firms to certify that the diverse lead lawyer hired receives financial credit as originator of the matter. In addition, by requiring up front a level of diversity throughout the team, Engage Excellence ensures that diverse attorneys at all levels in the firm have meaningful roles in the day-to-day work for the participating companies.

Diverse junior lawyers work on the matters with senior lawyers to foster training and experiences necessary for their own advancement. The goal is to provide a level of sustainability by impacting positively both senior and junior diverse lawyers in the firm. Diverse lawyers include Latinx, Black, Asian, and LGBT attorneys with supervisory experience in a wide array of legal subject matters, including intellectual property, commercial and patent litigation, healthcare, corporate transactional and governance, employment and environmental law. In 2021 we continued to connect diverse outside counsel talent with our in house legal teams seeking to retain diverse outside counsel support. This year we featured speakers from a number of preferred partner firms including: Pillsbury Winthrop, McDermott Will & Emery, and Jenner & Block and plan to collaborate with additional partners throughout 2022.

### **Diversity Pipeline Programs**

We aim to provide mentoring, training, and guidance to high school, college, and law school students from diverse and underrepresented populations to provide exposure and access to the legal field and support students already in the pipeline. We facilitate and support a number of programs and initiatives that encourage and equip diverse students to pursue legal careers.

Through our Verizon Legal Internship Forward Track (VZ LIFT) program we engage and recruit diverse law students as part of our comprehensive Internship recruitment and hiring process, including candidates from traditionally underrepresented groups. We select talent with strong academic credentials, impressive professional backgrounds, and quality extracurricular experience including a demonstrated commitment to diversity and inclusion. Our interns receive exposure to the various legal disciplines practiced within our department. We connect our interns with mentors and senior leaders in our legal department who have a vested interest in their professional growth and success. We created and continue to expand a post Internship community and support network for these interns and intend to enhance our engagement with the interns following their internships and collect and record their career successes. In 2021, we welcomed a class of 11 VZ LIFT interns that we introduced to the complex nature of in-house legal practice at Verizon.

In partnership with our Pro Bono program, we volunteer and sponsor pipeline programs with organizations sharing the mission including Legal Outreach, NJ LEEP, and Street Law. Each of these pipeline programs encourage high school students from underserved communities to excel through intensive legal and academic programming. We expanded our relationship with NJ LEEP in creating an NJ LEEP alumni position for college student alumnus of NJ LEEP to join our VZ LIFT summer program. Our DE&I Council also partners with preferred provider law firms to implement Leadership Council on Legal Diversity Scholars Programs that provide diverse law students with an opportunity to gain valuable experience and mentorship by participating in both our VZ LIFT summer program and the firm's summer associate program, and includes access to noteworthy panel discussions and networking opportunities at the annual LCLD Summit.

## **Partnership and Collaboration**

We allocate funding for sponsorships, partnerships, and events to raise DE&I awareness and understanding. We also host and attend networking events or meetings focused on DE&I knowledge sharing to meet and get to know diverse lawyers and allies who support and advance diversity at their organizations. For example, we routinely sponsor and attend diversity focused industry conferences, job fairs, and seminars for organizations such as the Minority Corporate Counsel Association (MCCA), Corporate Counsel Women of Color (CCWC), Corporate Counsel Men of Color (CCMC), National Association of Women Lawyers (NAWL), National Association of Minority and Woman-owned Law Firms (NAMWOLF), ChIPs, and other diversity focused events to network with diverse industry colleagues and outside counsel. We also support and attend an array of industry bar associations, including the Hispanic National Bar Association (HNBA), Lavender Law Conference (National LGBT Bar Association), National Bar Association (NBA), National Asian Pacific American Bar Association (NAPABA), and the South Asian Bar Association of North America (SABA-NA).

## **Leadership Council on Legal Diversity Programs**

As part of our ongoing commitment to supporting diversity and inclusion in the legal industry we have joined the Leadership Council for Legal Diversity (LCLD). LCLD aims to identify, mentor, and build the relationship and leadership skills of diverse legal talent, thereby helping a new and more diverse generation of attorneys ascend to positions of leadership. As a corporate member, we have the opportunity to identify diverse talent to participate in the LCLD Fellows and the LCLD Pathfinders programs each year.

### **Fellows Program**

Launched in 2011, LCLD's Fellows Program is designed for diverse, high-potential, mid-career attorneys at LCLD Member organizations. Participants are encouraged and tutored in building relationships both at their employer and across the legal industry through a variety of professional and personal development opportunities. The primary modes of instruction are an annual fellows meeting and "learning experiences" hosted by member organizations. Fellows stay in the program for a year after which they are replaced by other fellows from the member organization.

### **Pathfinder Program**

The Pathfinder Program is designed to connect high-potential, early-career attorneys from preeminent organizations for a six- to seven-month professional development series that focuses on foundational leadership skills, professional networking and relationship building skills, and career development strategies. The program employs a range of training methods and networking opportunities available exclusively to Pathfinders: (1) two substantive virtual or in-person meetings; (2) one virtual regional meeting; (3) E-Learning Modules; (4) Peer Circle Learning Groups; and (5) Compass Conversations. A unique feature of the Pathfinder Program is that it provides the Pathfinders opportunities at each event to learn from leaders in the legal profession.

**GO 156, §9.1.9: Utilities shall retain all documents and data they rely on in preparing their WMDVLGBTBE annual report for the longer of either three years or in conformance with the utilities' individual document retention policies, and shall provide these documents and data to the Commission upon request.**

Verizon Wireless will comply with the requirements specified in GO156.

**GO 156, §9.1.10a Each utility which elects to report fuel procurement separately must file with the Executive Director by March 1 of each year, beginning in 1991, a separate detailed and verifiable report on WMDVLGBTBE participation in fuel markets.**

This section does not apply to Verizon.

**GO 156, §9.1.10b: Utilities shall summarize WMDVLGBTBE purchases and/or contracts in product and service categories that include renewable and nonrenewable energy, wireless communications, broadband, smart grid, and rail projects, in addition to their current reporting categories. Utilities have discretion to segregate overlapped dollars.**

The WBE, MBE, DVBE and LGBTBE summary of purchases in the product and service categories indicated above are depicted in the "WMDVLGBTBE Procurement by Standard Industrial Categories" table on page 13 of this report.

Section 10 of GO 156 requires utilities to discuss their plans for supplier diversity expenditures for the next reporting year. Verizon Wireless' plan is as follows:

**GO 156, §10.1.1: Short, mid and long terms goals by product and service category.**

Verizon Wireless has achieved an overall 25.27%, surpassed the overall goal of 21.52%. In 2021 our direct service spend with MBEs, WBEs and LGBTBEs was above our long term targets, while our direct service spend with DVBEs was slightly below our long term targets.

Verizon		2021										G.O. #156 Sec. 10.1.1				
WMDVLGBTBE Annual SHORT, MID, AND LONG-TERM Goals by Product and Service Category																
	Short-Term (Year)					Mid-Term (Year)					Long-Term (Year)					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLG BTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLG BTBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	WMDVLG BTBE	
<b>Products</b>																
Agricultural Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Construction - General Contractors & Operative Builders	13.66%	16.56%	0.00%	0.00%	30.22%	13.93%	16.90%	0.00%	0.00%	30.83%	14.21%	17.23%	0.00%	0.00%	31.44%	
Heavy Construction, Except Building Construction, Contractor	0.93%	7.09%	0.00%	0.00%	6.02%	0.95%	7.23%	0.00%	0.00%	9.18%	0.97%	7.38%	0.00%	0.00%	8.34%	
Construction - Special Trade Contractors	56.39%	0.33%	0.00%	0.00%	56.72%	57.52%	0.34%	0.00%	0.00%	57.85%	59.67%	0.34%	0.00%	0.00%	59.01%	
Printing, Publishing and Allied Industries	63.61%	0.00%	0.00%	0.00%	63.61%	64.88%	0.00%	0.00%	0.00%	64.88%	66.18%	0.00%	0.00%	0.00%	66.18%	
Rubber and Miscellaneous Plastic Products	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Fabricated Metal Products	0.00%	98.00%	0.00%	0.00%	98.00%	0.00%	98.00%	0.00%	0.00%	98.00%	0.00%	98.00%	0.00%	0.00%	98.00%	
Electronic & Other Electrical Equipment & Components	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Measuring, Photographic, Medical, & Optical Goods, & Clocks	0.00%	11.65%	0.00%	0.00%	11.65%	0.00%	11.89%	0.00%	0.00%	11.89%	0.00%	12.12%	0.00%	0.00%	12.12%	
Communications	19.48%	6.91%	0.00%	0.00%	26.39%	19.87%	7.05%	0.00%	0.00%	26.91%	20.26%	7.19%	0.00%	0.00%	27.45%	
Wholesale Trade - Durable Goods	42.48%	8.62%	0.00%	0.31%	51.41%	43.33%	8.79%	0.00%	0.32%	52.44%	44.20%	9.97%	0.00%	0.32%	53.45%	
Wholesale Trade - Nondurable Goods	0.00%	0.32%	0.00%	0.00%	0.32%	0.00%	0.33%	0.00%	0.00%	0.33%	0.00%	0.34%	0.00%	0.00%	0.34%	
Home Furniture, Furnishings and Equipment Stores	25.55%	0.00%	0.00%	0.00%	25.55%	26.06%	0.00%	0.00%	0.00%	26.06%	26.58%	0.00%	0.00%	0.00%	26.58%	
Real Estate	0.00%	1.10%	0.00%	0.00%	1.10%	0.00%	1.12%	0.00%	0.00%	1.12%	0.00%	1.14%	0.00%	0.00%	1.14%	
<b>Subtotal</b>	<b>9.01%</b>	<b>1.89%</b>	<b>0.00%</b>	<b>0.03%</b>	<b>10.93%</b>	<b>9.19%</b>	<b>1.93%</b>	<b>0.00%</b>	<b>0.03%</b>	<b>11.15%</b>	<b>9.37%</b>	<b>1.96%</b>	<b>0.00%</b>	<b>0.03%</b>	<b>11.37%</b>	
<b>Services</b>																
Business Services	16.58%	0.44%	0.19%	0.00%	17.21%	16.91%	0.45%	0.19%	0.00%	17.55%	17.25%	0.46%	0.19%	0.00%	17.90%	
Miscellaneous Repair Services	0.00%	0.17%	0.00%	0.00%	0.17%	0.00%	0.18%	0.00%	0.00%	0.18%	0.00%	0.18%	0.00%	0.00%	0.18%	
Legal Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Social Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Engineering, Accounting, Research, and Management Services, Not Elsewhere Classified	5.34%	2.38%	0.00%	1.60%	9.31%	5.44%	2.42%	0.00%	1.63%	9.49%	5.55%	2.47%	0.00%	1.66%	9.68%	
<b>Subtotal</b>	<b>6.01%</b>	<b>0.66%</b>	<b>0.06%</b>	<b>0.23%</b>	<b>6.87%</b>	<b>6.14%</b>	<b>0.57%</b>	<b>0.06%</b>	<b>0.24%</b>	<b>7.00%</b>	<b>6.26%</b>	<b>0.68%</b>	<b>0.06%</b>	<b>0.24%</b>	<b>7.14%</b>	
<b>TOTAL</b>	<b>15.02%</b>	<b>2.45%</b>	<b>0.06%</b>	<b>0.27%</b>	<b>17.79%</b>	<b>15.33%</b>	<b>2.49%</b>	<b>0.06%</b>	<b>0.27%</b>	<b>18.15%</b>	<b>15.63%</b>	<b>2.54%</b>	<b>0.06%</b>	<b>0.28%</b>	<b>18.51%</b>	

**GO 156, §10.1.2: A description of WMDVLGBTBE program activities planned for the next calendar year (internal program activities).****PLANNED SUPPLIER DIVERSITY PROGRAM ACTIVITIES FOR 2022**

Verizon understands a successful supplier diversity program requires objective goal setting and business alignment. We also make a point to develop strong relationships with diverse suppliers and provide coaching and feedback so diverse suppliers have the tools needed to compete in the global marketplace. We will continue to do the following:

In-Reach and Awareness

- Drive the inclusion of qualified diverse suppliers as subcontractors/2nd tier suppliers in Verizon procurement opportunities
- Analyze data to increase utilization in low and non-traditional services such as legal, financial and investment management areas
- Continue to strategically partner and collaborate with strategic sourcing, supplier diversity champions, business stakeholders and suppliers to develop and implement strategies to increase diverse spend
- Facilitate Verizon Premier Supplier Academy sessions to educate, engage, and promote awareness of Verizon's requirements and opportunities with diverse suppliers
- Partner with Sourcing and strategic prime suppliers to ensure multi-tier diversity inclusion
- Engage business stakeholders and strategic partners that may impact the use of diverse suppliers in California
- Conduct education and awareness training sessions on supplier diversity with teams across the business
- Conduct education and awareness training sessions for prime suppliers on why supplier diversity is a business imperative, supplier diversity programming and the tier 2 reporting process
- Consistently monitor, review and analyze reports to track progress to ensure diversity initiatives are being executed
- Support and coach suppliers to build on their successes, provide constructive feedback and find ways to improve their business opportunities
- Support Verizon's Small Business Digital Ready initiative
- Monitor results and work closely with prime suppliers to ensure they meet their tier 2 spend requirements and review and expand areas of opportunity for diverse spend

- Collaborate with business teams across the enterprise to determine market area growth opportunities, address business model changes that may impact diverse spend and formulate action plans.

**GO 156, §10.1.2: A description of WMDVLGBTBE program activities planned for the next calendar year (external program activities).**

Verizon will continue with our community partnerships dedicated to helping diverse suppliers thrive. Verizon plans to engage in the following activities:

- Participation in relevant forums, panels and workshops to make valuable business connections with diverse suppliers, educate and create awareness to drive the importance of a diverse supply chain and sponsor initiatives that support economic parity
- Continue to develop and leverage best practices within the industry for enhancing sustainable supplier diversity growth
- Utilize numerous diverse databases for identifying and vetting diverse suppliers for procurement opportunities
- Support and partner with various chambers of commerce and business associations to conduct one-on-one meetings between diverse suppliers with Verizon Sourcing personnel and business stakeholders to discuss both current opportunities and general Verizon requirements for the applicable product or service
- Encourage diverse suppliers to maintain certifications, and to enter and update their profiles in our supplier registration database
- Leverage active partnerships to build awareness of Verizon's procurement requirements

We will continue to support and collaborate with:

- CPUC/Joint Utilities
- The Billion Dollar Roundtable
- Women's Business Enterprise Council Metro NY & DMV
- National Minority Supplier Development Council
- Disability: IN
- US Black Chambers of Commerce
- NGLCC: National LGBT Chamber of Commerce
- US Hispanic Chamber of Commerce
- Women's Business Enterprise National Council
- National Veteran Business Development

- Wireless Infrastructure Association
- US Pan Asian Am Chamber of Commerce
- National Asian/Pacific Islander American Chamber of Commerce and Entrepreneurship
- FCC
- Continue our investment in and partnering with California minority business associations to provide their members with technical assistance programs.

**GO 156, §10.1.3: Plans for recruiting WMDVLGBTBE suppliers of products or services where WMDVLGBTBE utilization has been low, such as legal and financial services, fuel procurement, and areas that are considered highly technical in nature.**

- Verizon will continue with our community partnerships dedicated to helping diverse suppliers make valuable business connections.
- Continue participation in relevant forums throughout the state in order to identify diverse suppliers in these areas.
- We will continue to work with prime suppliers in such areas as technology, legal and financial services to encourage the use of diverse suppliers
- Continue to develop and leverage best practices within the industry for enhancing sustainable supplier diversity growth
- Participate in Wireless Infrastructure Association’s matchmaking sessions
- Attend annual conferences and participate in match making sessions throughout the year with our community partners
- Participate in CPUC’s/Joint Utilities Virtual Business Expo
- We will continue to focus on the inclusion of diverse suppliers in strategic sourcing opportunities in these areas
- Engage business stakeholders and strategic partners that may impact the use of diverse suppliers in California in these areas
- Conduct education and awareness sessions on supplier diversity with teams across the business.

**GO 156, §10.1.4: Plans for seeking and/or recruiting WMDVLGBTBE suppliers of products or services in any “excluded category” of products or services which has been removed from the procurement dollar base used to set goals because of the established unavailability of WMDVLGBTBE suppliers.**

The CPUC issued Decision 05-11-024 on November 13, 2005 in which it eliminated the use of exclusions in reporting diversity procurement results. Verizon Wireless has not used exclusions in providing this report.

**GO 156, §10.1.5: Plans for encouraging both prime contractors and grantees to engage WMDVLGBTBE in subcontracts in all categories that provide subcontracting opportunities.**

The strategic sourcing, key stakeholders, and the supplier diversity teams work closely together to review existing agreements to ensure standard supplier diversity language is included in our master service agreements and that prime suppliers with diversity commitments comply with tier 2 reporting requirements. We will conduct education, awareness and training sessions for prime suppliers as needed, on the importance of supplier diversity, supplier diversity programming, and the tier 2 reporting process.

**GO 156, §10.1.6: Plans for complying with WMDVLGBTBE program guidelines.**

Verizon Wireless will comply with the General Order 156 program guidelines.