



AT&T Supplier Diversity

**General Order 156 Report
2022 Results & 2023 Plan**

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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 2022. 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 2022 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 2023 program objectives and purchasing goals.

Letter from Marc Blakeman, President of AT&T California



I am writing to you as the new President of AT&T California, to reaffirm our unwavering commitment to supporting California's diverse business community. Our top priority continues to be the safety and well-being of our employees, customers, and the communities we serve. As we navigate the new realities brought on by the pandemic, we remain dedicated to providing access, support, and solutions through communications technology.

I am pleased to share that in 2022, AT&T's diversity spend in California totaled \$1.9 billion with diverse business enterprises, representing a \$292 million increase compared to our 2021 results. Our report shows that direct (Tier-1) spend with diverse suppliers increased by \$272 million year-over-year, while sub-contracting (Tier-2) spend increased by \$20 million. Additionally, our combined supplier diversity percentage was 22.03%, exceeding the CPUC's goal for 2022 and representing an increase over previous year results of 20.5%.

Investing in California's diverse businesses is critical to ensuring that minority, women, service-disabled veterans, and LGBT-owned businesses continue to thrive. As a longstanding leader in identifying and promoting diverse businesses, AT&T has been running the Supplier Diversity program for more than five decades. We are unwavering in our commitment to maintaining a resilient supply chain that prioritizes diversity and inclusion in all our corporate endeavors, including supplier selection.

As we move beyond the pandemic and invest in new technologies that are essential to keeping California connected, we will persist in making deliberate efforts to ensure the inclusion of diverse businesses in this transformation. Our commitment to delivering exceptional service to our customers and supporting our communities remains steadfast. We appreciate your continued confidence and partnership with AT&T, and we anticipate working with you to build a brighter and more inclusive future for all.

Sincerely,



Marc Blakeman
President of AT&T California



Overview of California Diversity Purchasing Achievements

AT&T Annual CPUC Filing 2022			
AT&T	2022 Total Spend \$	Supplier Diversity Spend \$	2022 Diversity %
AT&T California	\$2,389,736,562	\$513,143,466	21.5%
AT&T Mobility	\$5,412,574,288	\$1,233,515,491	22.8%
AT&T Corp	\$859,693,143	\$161,674,539	18.8%
AT&T Long Distance	\$37,663,366	\$7,781,642	20.7%
AT&T (Combined Companies)	\$8,699,667,359	\$1,916,115,138	22.03%
<i>Note: AT&T Communications subsidiary includes spend for AT&T Teleport, a registered AT&T company in California.</i>			

AT&T’s combined diversity spend in 2022 totaled \$1.9 billion and that represents a \$292 million increase compared to our 2021 results. Direct (Tier-1) spend with diverse suppliers increased year-over-year by \$272 million while sub-contracting (Tier-2) spend increased by \$20 million. The overall AT&T supplier diversity spend percentage was 22.03%, which is above goal and also represents an increase over previous year results of 20.5%. This notable increase in spend with diverse suppliers was driven by AT&T growth areas and record investment levels associated with our network of the future strategy – supported by 5G, Fiber, and FirstNet.

At the subsidiary level, GO 156-reporting AT&T Mobility achieved 22.8% diversity and exceeded the 22% goal (vs. 19.1% in 2021). This is particularly relevant because a great portion of AT&T Mobility spend is connected to purchases of wireless devices 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. Despite such barriers, in late 2020 AT&T started developing new supplier diversity solutions around the handling and logistics of refurbished wireless devices that fully materialized in 2022.



Furthermore, two of our prominent minority suppliers are certified under the National Minority Supplier Development Council (NMSDC) Growth Initiative, but do not qualify for CPUC certification. The Growth Initiative allows NMSDC-certified MBEs with the potential for substantial growth to access equity capital from institutional investors while retaining their minority status through management and control of their business enterprise. To facilitate significant capital investment from non-minority partners, the Growth Initiative creates a new certification category – minority-controlled firms. Our California spend with these two suppliers exceeded \$120 million.



Commitment to Diversity

At AT&T, inclusion is how we unleash the power of diversity, and equity leads to equality for all. We strive each day to foster a sense of belonging and empowerment in our workplace, create relevant marketing for our customers, listen before engaging in our communities, and work as a team alongside our diverse suppliers. We innovate with the community in mind and focus our Diversity, Equity & Inclusion practices on five pillars: our employees, our communities, our customers, our content, and our suppliers.

AT&T has been a longstanding leader in supplier diversity by identifying and promoting diverse businesses for contract opportunities. AT&T's culture drives our mission of promoting diverse supplier inclusion in our businesses and Supply Chain while expanding opportunities. In 2021, AT&T executed plans to achieve spend goals for the diverse supplier community through the following activities:

- Connected with diverse businesses through virtual platforms and events
- Promoted contracting opportunities through sponsored external constituency groups
- Recommended diverse 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 \$1.9B 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

Since 1968, the goal of AT&T's Supplier Diversity program has been to support growth and value creation within diverse businesses and communities throughout the US. Over 54 years, we've spent over \$230 billion with diverse-owned businesses and our goal has remained simple: AT&T's Supplier Diversity program seeks to make meaningful and measurable contributions to the economic growth of diverse companies and communities. AT&T's Supplier Diversity program promotes the inclusion of diverse certified minority-, woman-, veteran-, LGBTQ+- and disability-owned business enterprises with opportunities to provide products and services to AT&T across our enterprise and around the world.

In 2022, AT&T spent \$16.3 billion with certified diverse-owned businesses. Through continued commitment to our supplier outreach, advocacy and development programs, we now have more than 650 diverse suppliers.

Beyond the companies we do business with, our supplier spend has had a positive economic impact in the communities we serve. Our supplier spend supported over 400,000 diverse jobs with our suppliers and their subcontractors: 190,000 jobs for people of color and 220,000 jobs for women.

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.

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

We believe success begins at the top. Our executive team plays an essential role in Supplier Diversity success as they drive their commitment to deliver operational excellence to our board and shareholders. Our most senior level executives support and serve as true ambassadors to amplify how our diverse community suppliers contribute to the execution of our mission.

For our Supplier Diversity team to influence and engage at the executive level, we must first understand the strategy and state of AT&T's overall business focus.

Supplier diversity leadership, senior-level managers, and business unit leaders work together to drive our business opportunities for our diverse suppliers. Our leaders are true ambassadors and conduct meetings with suppliers to discuss AT&T business direction which provides invaluable access to diverse businesses at higher levels of our company.

Supply Chain professionals support our program by taking a more deliberative approach to collaborate with our Supplier Diversity team to include certified diverse firms in each sector of our supply chain. We conduct quarterly reviews with our leadership team and share dashboard reports on multiple datapoints of diverse supplier inclusion to keep them accountable and informed about our Supplier Diversity metrics and overall spend results.

Supplier Diversity Advocates

AT&T's Supplier Diversity Program places significant emphasis on our supplier advocacy efforts. Our Supplier Diversity Sourcing Managers are aligned to support specific category areas and are proactive to collaborate with our sourcing team responsible for managing the procurement process within that commodity or category of spend.

The Supplier Diversity team is also responsible for managing the relationship with our internal business unit clients to influence and effectively advocate for our diverse supplier community. Our ability to be included and actively involved in strategy conversations within a particular business unit allow our team to showcase a diverse company with the key business partners that make the decisions to execute a project. This proactive approach of active engagement with the procurement



teams in the evaluation and decision-making process has resulted in the increase of diverse supplier participation and utilization for contract awards.

In 2022, we achieved multiple “Best Ever” metrics within our advocacy efforts. The diversity team impacted over \$3B incremental diverse spend impact, conducted over 1200 advocacy meetings with our business unit and sourcing clients resulting in an incredible 61% diverse inclusion ratio, achieved an astounding 37% of diverse supplier inclusion and awards, and significantly increased Tier 2 reporting in key commodity areas.

Diversity remains at the forefront of decision making which leads to our amazing diverse supplier success.

AT&T Prospective Supplier Process

AT&T Supplier Diversity continues to focus on finding new and innovative diverse suppliers to introduce to our internal and external business clients. Our Supplier Diversity team engages with diverse suppliers at local/national conferences, matchmakers and expos and request that all prospective diverse suppliers register on our website at www.attsuppliers.com. All new supplier registrations are reviewed and forwarded to the appropriate person on our team managing the commodity the supplier is in.

In 2022 The Supplier Diversity team received over 1000 new registrations, of which 176 were from California.



Below is the breakout for each segment in California:

Category	%
Female	41%
Asian Owned	22%
Black Owned	20%
Hispanic Owned	19%
Other/Multi-Ethnic	19%
LGBTQ+	10%
DVBE	7%
Native American Owned	0%

Procurement Enhancements

To better support the management of diverse suppliers, the AT&T Supplier Diversity team invested in a new database to effectively manage the intake and management of diverse suppliers. The new database will allow the Supplier Diversity team to efficiently manage and identify supplier information, internal and external activities performed with the diverse supplier, manage certifications, and perform broader search options. The ability to track, measure and manage activities with each diverse supplier will begin in 2023.



External Programming

In 2022, AT&T supported events with advocacy organizations in both live and virtual settings, enabling the team to participate in a variety of different forums to connect with diverse businesses across the nation.

Listed below is a snapshot of the top 2022 matchmakers and conferences supported by AT&T Supplier Diversity in California:

- WRMSDC Supplier Diversity Awards
- American Indian Chamber of Commerce of California - EXPO
- SCMSDC B3 Conference + Expo
- ABA Business Growth Expo
- WRMSDC Multiverse Expo
- ABAOC BizCon
- PSWMSDC Supplier Diversity Business Summit
- WBEC-Pacific WE-Xcel's Vendor Showcase
- CPUC Utility Supplier Diversity Webinar
- ABAOC BizMatch
- Veterans in Business Network National Conference
- SCMSDC Excellence Awards
- WBEC-West Annual Conference
- Joint Utilities Meetings and CPUC En Banc

Executive Education

In 2022, AT&T continued to support the growth and success of diverse businesses by supporting four diverse suppliers with scholarships to executive education programs, 25% of which were California-based suppliers.

As part of our commitment to making meaningful and measurable contributions, scholarships are offered to CEOs of certified diverse-owned businesses for the following programs:



WBENC – WeTHRIVE (3)

The WeTHRIVE executive education program is designed to support and position woman owned businesses for future growth and success. During the 8-week program, WBEs will attend virtual learning sessions across five disciplines (Leadership & Communication, Financial Management, Business Strategy, Operations & Human Resources, and Marketing & Sales).

NMSDC - Advanced Management Education Program (AMEP) (1)

The NMSDC Northwestern University, Kellogg Advanced Management Executive Program is designed to provide certified, established, growth-oriented minority-owned business owners with the tools and skills needed to achieve and sustain accelerated growth in the constantly changing business environment. The leading-edge, four-day immersive program provides minority entrepreneurs the opportunity to work “on” their business in an interactive environment instructed by educators and professionals with real-world experiences.

AT&T Business Growth Acceleration Program (BGAP)

The AT&T Business Growth Acceleration Program, BGAP, completed its final cohort in 2022. A total of ten (10) Diverse suppliers graduated from the education/mentorship program held virtually, 40% of which were from California.

Suppliers participated in a 5-month program led by Thrivepoint Program, a woman-owned business, and engaged participants with experienced leaders and mentor sessions throughout the program. The BGAP program allowed participants to focus on scalability to meet the demands of larger corporations. The core of the program content was delivered in ten workshops throughout the five months with five individual mentor sessions with an assigned mentor. The program culminated with a final business plan presentation to mentors and an AT&T panel.

Going forward in 2023 and beyond, AT&T Supplier Diversity will restructure BGAP funding to focus solely on California diverse suppliers.



Supplier Diversity Awards

AT&T was proud to be recognized for its Supplier Diversity program at the national, regional, and local levels. These awards represent the commitment of our leadership, hard work of our employees and Supplier Diversity team. Our 2022 Awards and Recognition accolades included:

- **DiversityInc** – #2 Top Corporations for Supplier Diversity
- **Greater Women's Business Council** – Top Corporations Award
- **National Minority Supplier Development Council (NMSDC)** – The Forefront 50: Top Corporations for Minority Businesses
- **American Indian Chamber of Commerce of California (AICCCAL)** – Warrior Award-Corporation/Agency
- **Dallas Fort Worth Minority Supplier Development Council** – Corporation of the Year
- **Dallas Fort Worth Minority Supplier Development Council** – Executive Champion of the Year
- **National Association of Minority Contractors–DFW** – Golden Shovel: Community Outreach and Diversity Advocacy Award
- **New Jersey Board of Public Utilities Supplier Diversity Development Council** – COVID-19 Responder Award
- **New York New Jersey Minority Supplier Development Council** – National Corporation of the Year
- **Women's Business Enterprise Council-Pacific** – Corporation of the Year



9.1.2 Supplier Diversity Annual Results by Ethnicity

2022 AT&T Combined Companies Summary of Diverse Supplier Purchase Table

AT&T (Combined Companies)	2022	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Annual Results by Ethnicity		

		2022			
		Direct	Sub	Total \$	%
Minority Male	Asian Pacific American	\$94,184,981	\$54,333,013	\$148,517,994	1.71%
	African American	\$566,053,739	\$45,970,450	\$612,024,190	7.04%
	Hispanic American	\$267,250,532	\$76,144,204	\$343,394,736	3.95%
	Native American	\$5,161,926	\$3,214,087	\$8,376,012	0.10%
	Multi-Ethnic American	\$0	\$6,945,874	\$6,945,874	0.08%
	Total Minority Male	\$932,651,178	\$186,607,628	\$1,119,258,806	12.87%
Minority Female	Asian Pacific American	\$30,036,730	\$839,224	\$30,875,954	0.35%
	African American	\$291,942	\$0	\$291,942	0.00%
	Hispanic American	\$30,267,355	\$910,510	\$31,177,865	0.36%
	Native American	\$73,307	\$19,524	\$92,831	0.00%
	Multi-Ethnic American	\$0	\$13,428	\$13,428	0.00%
	Total Minority Female	\$60,669,334	\$1,782,686	\$62,452,021	0.72%
Total Minority Business Enterprise (MBE)		\$993,320,513	\$188,390,314	\$1,181,710,827	13.58%
Women Business Enterprise (WBE)		\$512,094,189	\$176,619,052	\$688,713,241	7.92%
Disabled Veteran Business Enterprise (DVBE)		\$36,244,716	\$4,564,975	\$40,809,691	0.47%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$554,389	\$647,481	\$1,201,870	0.014%
Disability Owned Business Enterprises (DBE)		\$0	\$869,708	\$869,708	0.010%
Other 8(a)*		\$2,809,801	\$0	\$2,809,801	0.03%
TOTAL WMDVLGBTBE		\$1,545,023,608	\$371,091,530	\$1,916,115,138	22.03%
Net Procurement**		\$8,699,667,359			

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



2022
AT&T California
Summary of Diverse Supplier Purchase Table

AT&T California	2022	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Annual Results by Ethnicity		

		2022			
		Direct	Sub	Total \$	%
Minority Male	Asian Pacific American	\$42,614,265	\$12,112,408	\$54,726,673	2.29%
	African American	\$57,246,050	\$10,248,150	\$67,494,200	2.82%
	Hispanic American	\$43,337,343	\$16,974,756	\$60,312,099	2.52%
	Native American	\$4,797,016	\$716,513	\$5,513,529	0.23%
	Multi-Ethnic American	\$0	\$1,548,437	\$1,548,437	0.06%
	Total Minority Male	\$147,994,673	\$41,600,264	\$189,594,938	7.93%
Minority Female	Asian Pacific American	\$15,651,117	\$187,088	\$15,838,204	0.66%
	African American	\$182,614	\$0	\$182,614	0.01%
	Hispanic American	\$24,858,635	\$202,979	\$25,061,614	1.05%
	Native American	\$13,414	\$4,352	\$17,766	0.00%
	Multi-Ethnic American	\$0	\$2,993	\$2,993	0.00%
	Total Minority Female	\$40,705,780	\$397,413	\$41,103,192	1.72%
Total Minority Business Enterprise (MBE)		\$188,700,453	\$41,997,677	\$230,698,130	9.65%
Women Business Enterprise (WBE)		\$208,205,758	\$39,373,520	\$247,579,278	10.36%
Disabled Veteran Business Enterprise (DVBE)		\$31,747,967	\$1,017,666	\$32,765,633	1.37%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$144,342	\$144,342	0.006%
Disability Owned Business Enterprises (DBE)		\$0	\$193,883	\$193,883	0.008%
Other 8(a)*		\$1,762,200	\$0	\$1,762,200	0.07%
TOTAL WMDVLGBTBE		\$430,416,377	\$82,727,089	\$513,143,466	21.47%
Net Procurement**		\$2,389,736,562			

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



2022
AT&T Mobility of California
Summary of Diverse Supplier Purchase Table

AT&T Mobility	2022	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Annual Results by Ethnicity		

		2022			
		Direct	Sub	Total \$	%
Minority Male	Asian Pacific American	\$32,059,819	\$37,578,546	\$69,638,365	1.29%
	African American	\$476,310,255	\$31,794,716	\$508,104,970	9.39%
	Hispanic American	\$213,471,660	\$52,663,902	\$266,135,562	4.92%
	Native American	\$42,640	\$2,222,971	\$2,265,610	0.04%
	Multi-Ethnic American	\$0	\$4,804,001	\$4,804,001	0.09%
	Total Minority Male	\$721,884,373	\$129,064,136	\$850,948,509	15.72%
Minority Female	Asian Pacific American	\$7,921,482	\$580,436	\$8,501,918	0.16%
	African American	\$53,432	\$0	\$53,432	0.00%
	Hispanic American	\$1,872,267	\$629,740	\$2,502,007	0.05%
	Native American	\$2,795	\$13,503	\$16,298	0.00%
	Multi-Ethnic American	\$0	\$9,287	\$9,287	0.00%
	Total Minority Female	\$9,849,977	\$1,232,966	\$11,082,943	0.20%
Total Minority Business Enterprise (MBE)		\$731,734,349	\$130,297,102	\$862,031,451	15.93%
Women Business Enterprise (WBE)		\$241,829,727	\$122,155,700	\$363,985,427	6.72%
Disabled Veteran Business Enterprise (DVBE)		\$2,320,134	\$3,157,291	\$5,477,424	0.10%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$554,389	\$447,820	\$1,002,209	0.019%
Disability Owned Business Enterprises (DBE)		\$0	\$601,520	\$601,520	0.011%
Other 8(a)*		\$417,461	\$0	\$417,461	0.008%
TOTAL WMDVLGBTBE		\$976,856,060	\$256,659,431	\$1,233,515,491	22.79%
Net Procurement**		\$5,412,574,288			

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



2022
AT&T Corp of California
Summary of Diverse Supplier Purchase Table

AT&T Corp	2022	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Annual Results by Ethnicity		

		2022			
		Direct	Sub	Total \$	%
Minority Male	Asian Pacific American	\$18,620,904	\$4,399,287	\$23,020,191	2.68%
	African American	\$31,376,819	\$3,722,179	\$35,098,998	4.08%
	Hispanic American	\$9,589,941	\$6,165,316	\$15,755,257	1.83%
	Native American	\$316,816	\$260,241	\$577,057	0.07%
	Multi-Ethnic American	\$0	\$562,400	\$562,400	0.07%
	Total Minority Male	\$59,904,479	\$15,109,424	\$75,013,903	8.73%
Minority Female	Asian Pacific American	\$6,095,355	\$67,951	\$6,163,306	0.72%
	African American	\$51,029	\$0	\$51,029	0.01%
	Hispanic American	\$3,385,057	\$73,723	\$3,458,780	0.40%
	Native American	\$56,740	\$1,581	\$58,321	0.01%
	Multi-Ethnic American	\$0	\$1,087	\$1,087	0.00%
	Total Minority Female	\$9,588,181	\$144,342	\$9,732,524	1.13%
Total Minority Business Enterprise (MBE)		\$69,492,660	\$15,253,766	\$84,746,426	9.86%
Women Business Enterprise (WBE)		\$59,419,240	\$14,300,659	\$73,719,899	8.58%
Disabled Veteran Business Enterprise (DVBE)		\$2,110,002	\$369,621	\$2,479,623	0.29%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$52,426	\$52,426	0.006%
Disability Owned Business Enterprises (DBE)		\$0	\$70,419	\$70,419	0.008%
Other 8(a)*		\$605,745	\$0	\$605,745	0.07%
TOTAL WMDVLGBTBE		\$131,627,647	\$30,046,892	\$161,674,539	18.81%
Net Procurement**		\$859,693,143			

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



2022
AT&T Long Distance - California
Summary of Diverse Supplier Purchase Table

AT&T Long Distance	2021	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Annual Results by Ethnicity		

		=AS3			
		Direct	Sub	Total \$	%
Minority Male	Asian Pacific American	\$889,995	\$242,772	\$1,132,766	3.01%
	African American	\$1,120,615	\$205,406	\$1,326,021	3.52%
	Hispanic American	\$851,589	\$340,229	\$1,191,818	3.16%
	Native American	\$5,455	\$14,361	\$19,816	0.05%
	Multi-Ethnic American	\$0	\$31,036	\$31,036	0.08%
	Total Minority Male	\$2,867,653	\$833,804	\$3,701,457	9.83%
Minority Female	Asian Pacific American	\$368,776	\$3,750	\$372,526	0.99%
	African American	\$4,868	\$0	\$4,868	0.01%
	Hispanic American	\$151,395	\$4,068	\$155,464	0.41%
	Native American	\$358	\$87	\$445	0.00%
	Multi-Ethnic American	\$0	\$60	\$60	0.00%
	Total Minority Female	\$525,397	\$7,965	\$533,362	1.42%
Total Minority Business Enterprise (MBE)		\$3,393,050	\$841,769	\$4,234,819	11.24%
Women Business Enterprise (WBE)		\$2,639,464	\$789,173	\$3,428,637	9.10%
Disabled Veteran Business Enterprise (DVBE)		\$66,614	\$20,397	\$87,011	0.23%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$2,893	\$2,893	0.008%
Disability Owned Business Enterprises (DBE)		\$0	\$3,886	\$3,886	0.010%
Other 8(a)*		\$24,395	\$0	\$24,395	0.06%
TOTAL WMDVLGBTBE		\$6,123,523	\$1,658,118	\$7,781,642	20.66%
Net Procurement**		\$37,663,366			

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



2022 AT&T Combined Companies Direct Spend Table

AT&T (Combined Companies)	2022	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Direct Procurement by Product and Service Categories		

			Products		Services		Total	
			\$	%	\$	%	\$	%
Minority Male	Asian Pacific American	Direct	\$0	0.00%	\$0	0.00%	\$94,184,981	1.08%
	African American	Direct	\$0	0.00%	\$0	0.00%	\$566,053,739	6.51%
	Hispanic American	Direct	\$0	0.00%	\$0	0.00%	\$267,250,532	3.07%
	Native American	Direct	\$0	0.00%	\$0	0.00%	\$5,161,926	0.06%
	Multi-Ethnic American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Total Minority Male	Direct	\$0	0.00%	\$0	0.00%	\$932,651,178	10.72%
Minority Female	Asian Pacific American	Direct	\$0	0.00%	\$0	0.00%	\$30,036,730	0.35%
	African American	Direct	\$0	0.00%	\$0	0.00%	\$291,942	0.00%
	Hispanic American	Direct	\$0	0.00%	\$0	0.00%	\$30,267,355	0.35%
	Native American	Direct	\$0	0.00%	\$0	0.00%	\$73,307	0.00%
	Multi-Ethnic American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Total Minority Female	Direct	\$0	0.00%	\$0	0.00%	\$60,669,334	0.70%
Total Minority Business Enterprise (MBE)		Direct	\$0	0.00%	\$0	0.00%	\$993,320,513	11.42%
Women Business Enterprise (WBE)		Direct	\$0	0.00%	\$0	0.00%	\$512,094,189	5.89%
Disabled Veteran Business Enterprise (DVBE)		Direct	\$0	0.00%	\$0	0.00%	\$36,244,716	0.42%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$0	0.00%	\$0	0.00%	\$554,389	0.01%
Disability Owned Business Enterprises (DBE)		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
Other 8(a)*		Direct	\$0	0.00%	\$0	0.00%	\$2,809,801	0.03%
TOTAL WMDVLGBTBE		Direct	\$0	0.00%	\$0	0.00%	\$1,545,023,608	17.76%

Total Product Procurement	\$0
Total Service Procurement	\$0

Net Procurement**	\$8,699,667,359
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Total Number of WMDVLGBTBEs that Received Direct Spend	255
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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
 Direct - DIRECT PROCUREMENT
 Sub - SUBCONTRACTOR PROCUREMENT
 % - PERCENTAGE OF NET PROCUREMENT



2020 AT&T Combined Companies Indirect Spend Table

AT&T (Combined Companies)	2022	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Subcontractor Procurement by Product and Service Categories		

			Products		Services		Total	
			\$	%	\$	%	\$	%
Minority Male	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$54,333,013	0.62%
	African American	Sub	\$0	0.00%	\$0	0.00%	\$45,970,450	0.53%
	Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$76,144,204	0.88%
	Native American	Sub	\$0	0.00%	\$0	0.00%	\$3,214,087	0.04%
	Multi-Ethnic American	Sub	\$0	0.00%	\$0	0.00%	\$6,945,874	0.08%
	Total Minority Male	Sub	\$0	0.00%	\$0	0.00%	\$186,607,628	2.14%
Minority Female	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$839,224	0.01%
	African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
	Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$910,510	0.01%
	Native American	Sub	\$0	0.00%	\$0	0.00%	\$19,524	0.00%
	Multi-Ethnic American	Sub	\$0	0.00%	\$0	0.00%	\$13,428	0.00%
	Total Minority Female	Sub	\$0	0.00%	\$0	0.00%	\$1,782,686	0.02%
Total Minority Business Enterprise (MBE)		Sub	\$0	0.00%	\$0	0.00%	\$188,390,314	2.17%
Women Business Enterprise (WBE)		Sub	\$0	0.00%	\$0	0.00%	\$176,619,052	2.03%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$0	0.00%	\$0	0.00%	\$647,481	0.01%
Disabled Veteran Business Enterprise (DVBE)		Sub	\$0	0.00%	\$0	0.00%	\$4,564,975	0.05%
Other 8(a)*		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
Disability Owned Business Enterprises (DBE)		Sub	\$0	0.00%	\$0	0.00%	\$869,708	0.01%
TOTAL WMDVLGBTBE		Sub	\$0	0.00%	\$0	0.00%	\$371,091,530	4.27%

Total Product Procurement	\$0
Total Service Procurement	\$0

Net Procurement**	\$8,699,667,359
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Total Number of WMDVLGBTBEs that Received Indirect Spend*	N/A
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Sub - SUBCONTRACTOR PROCUREMENT

% - PERCENTAGE OF NET PROCUREMENT

* Tier-2 results are an allocation of the national subcontracting results

2022 AT&T Combined Companies Procurement by Standard Industrial Codes

AT&T (Combined Companies) 2022 G. O. #156 Sec 9.1.2
WMDVLGBTBE Procurement by Standard Industrial Categories

SIC Category	Asian Pacific American		African American		Hispanic American		Native American		Multi-Ethnic		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Disabled Veterans Business Enterprise (DVBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disability Owned Business Enterprise (DBE)	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	\$ \$311,289	\$50,242	\$10,677	\$690	\$2,189,515	\$14,664,393	\$6,447,278	\$0	\$0	\$0	\$23,674,064	\$14,959,858	\$33,847,288	\$1,201,870	\$0	\$65,380	\$73,748,480	\$278,741,927
	% 0.11%	0.02%	0.00%	0.00%	0.79%	5.26%	2.31%	0.00%	0.00%	0.00%	8.49%	5.37%	12.14%	0.43%		0.02%	26.46%	
SIC 17: Construction Special Trade Contractors	\$ \$14,728,409	\$1,677,539	(\$869,460)	\$0	\$12,189,591	\$2,552,877	\$384,096	\$0	\$0	\$0	\$30,663,052	\$42,967,089	\$6,026,569	\$0	\$0	\$120,673	\$79,777,383	\$923,782,337
	% 1.59%	0.18%	-0.09%	0.00%	1.32%	0.28%	0.04%	0.00%	0.00%	0.00%	3.32%	4.65%	0.65%	0.00%		0.01%	8.64%	
SIC 35: Industrial And Commercial Machinery And Computer Equipment	\$ \$1,737,254	\$16,838,004	\$19,457,520	\$0	\$277,626	\$4,853	\$0	\$0	\$0	\$0	\$38,315,257	\$101,697,677	\$5,088	\$0	\$0	\$7,186	\$140,025,207	\$435,003,082
	% 0.40%	3.87%	4.47%	0.00%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	8.81%	23.38%	0.00%	0.00%		0.00%	32.19%	
SIC 36: Electronic & Other Electrical Equipment/Components, Except Computer	\$ \$57,778,801	\$3,521,828	\$532,801,547	\$0	\$307,998,490	\$4,930,295	\$1,532,208	\$92,831	\$6,945,874	\$13,428	\$915,615,301	\$512,839,358	\$314,896	\$0	\$869,708	\$1,178,755	\$1,430,818,019	\$5,275,821,583
	% 1.10%	0.07%	10.10%	0.00%	5.84%	0.09%	0.03%	0.00%	0.13%	0.00%	17.35%	9.72%	0.01%	0.00%		0.02%	27.12%	
SIC 47: Transportation Services	\$ \$0	\$469	\$17,238,885	\$0	\$267,247	\$0	\$0	\$0	\$0	\$0	\$17,506,600	\$800,292	\$0	\$0	\$0	\$0	\$18,306,892	\$119,064,329
	% 0.00%	0.00%	14.48%	0.00%	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%	14.70%	0.67%	0.00%	0.00%		0.00%	15.38%	
SIC 50: Wholesale Trade-durable Goods	\$ \$0	\$0	\$0	\$0	\$0	\$11,611	\$0	\$0	\$0	\$0	\$11,611	\$7,512	\$0	\$0	\$0	\$0	\$19,123	\$2,798,567
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.41%	0.00%	0.00%	0.00%	0.00%	0.41%	0.27%	0.00%	0.00%		0.00%	0.68%	
SIC 51: Wholesale Trade-non-durable Goods	\$ \$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	
SIC 55: Automotive Dealers And Gasoline Service Stations	\$ \$0	\$0	\$37,902,453	\$0	\$322,021	\$353,297	\$0	\$0	\$0	\$0	\$38,577,771	\$10,409	\$0	\$0	\$0	\$0	\$38,588,181	\$109,820,085
	% 0.00%	0.00%	34.51%	0.00%	0.29%	0.32%	0.00%	0.00%	0.00%	0.00%	35.13%	0.01%	0.00%	0.00%		0.00%	35.14%	
SIC 73: Business Services	\$ \$71,185,296	\$8,682,995	\$4,531,252	\$286,118	\$16,800,779	\$8,624,811	\$12,430	\$0	\$0	\$0	\$110,123,680	\$12,191,036	\$615,850	\$0	\$0	\$621,539	\$123,552,106	\$1,323,940,381
	% 5.38%	0.66%	0.34%	0.02%	1.27%	0.65%	0.00%	0.00%	0.00%	0.00%	8.32%	0.92%	0.05%	0.00%		0.05%	9.33%	
SIC 81: Legal	\$ \$1,781,984	\$0	\$225,220	\$0	\$1,389,008	\$0	\$0	\$0	\$0	\$0	\$3,396,212	\$217,428	\$0	\$0	\$0	\$0	\$3,613,640	\$31,915,669
	% 5.58%	0.00%	0.71%	0.00%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	10.64%	0.68%	0.00%	0.00%		0.00%	11.32%	
SIC 87: Engineering, Accounting, Research, Management, And Related Services	\$ \$994,962	\$104,877	\$726,096	\$5,134	\$1,960,461	\$35,727	\$0	\$0	\$0	\$0	\$3,827,257	\$3,022,582	\$0	\$0	\$0	\$816,268	\$7,666,107	\$198,779,397
	% 0.50%	0.05%	0.37%	0.00%	0.99%	0.02%	0.00%	0.00%	0.00%	0.00%	1.93%	1.52%	0.00%	0.00%		0.41%	3.86%	
GROSS PRODUCTS/SERVICES PROCUREMENT	\$ \$148,517,994	\$30,875,954	\$612,024,190	\$291,942	\$343,394,736	\$31,177,865	\$8,376,012	\$92,831	\$6,945,874	\$13,428	\$1,181,710,827	\$688,713,241	\$40,809,691	\$1,201,870	\$869,708	\$2,809,801	\$1,916,115,138	\$8,699,667,359
	% 1.71%	0.35%	7.04%	0.00%	3.95%	0.36%	0.10%	0.00%	0.08%	0.00%	13.58%	7.92%	0.47%	0.014%	0.010%	0.032%	22.03%	

Total Product Procurement	n/a
Total Service Procurement	n/a

Net Procurement***	\$8,699,667,359
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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

2022 AT&T Combined Companies Supplier Clearinghouse Data

AT&T (Combined Companies) 2022 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

# WMDVLGBTBEs	Revenue Reported to CHS							AT&T (Combined Companies) 2022 Summary						
	MBE	WBE	DVBE	LGBTBE	DBE	Other 8(a)*	Grand Total	MBE	WBE	DVBE	LGBTBE	DBE	Other 8(a)*	Grand Total
	Data on Number of Suppliers													
1 Under \$1 million	10	11	0	0	0	n/a	21	92	89	6	1	1	n/a	189
2 Under \$5 million	21	30	0	0	0	n/a	51	27	15	1	0	0	n/a	43
3 Under \$10 Million	17	13	0	0	0	n/a	30	3	4	0	0	0	n/a	7
4 Above \$10 Million	85	58	8	1	1	n/a	153	11	4	1	0	0	n/a	16
TOTAL	133	112	8	1	1	n/a	255	133	112	8	1	1	n/a	255

WMDVLGBTBE \$M	Revenue Reported to CHS							AT&T (Combined Companies) 2022 Summary						
	MBE	WBE	DVBE	LGBTBE	DBE	Other 8(a)*	Grand Total	MBE	WBE	DVBE	LGBTBE	DBE	Other 8(a)*	Grand Total
	Revenue and Payment Data													
1 Under \$1 Million	\$1,978,006	\$3,184,004	\$0	\$0	\$0	n/a	\$5,162,010	\$18,469,597	\$18,714,586	\$1,097,215	\$554,389	\$914,935	n/a	\$39,750,723
2 Under \$5 Million	\$11,807,894	\$7,242,577	\$0	\$0	\$0	n/a	\$19,050,471	\$57,364,823	\$31,254,313	\$1,410,612	\$0	\$0	n/a	\$90,029,747
3 Under \$10 Million	\$140,589,503	\$56,052,054	\$0	\$0	\$0	n/a	\$196,641,557	\$20,435,398	\$24,336,113	\$0	\$0	\$0	n/a	\$44,771,511
4 Above \$10 Million	\$840,775,576	\$445,679,953	\$36,244,716	\$554,389	\$914,935	n/a	\$1,323,254,635	\$898,881,161	\$437,853,577	\$33,736,889	\$0	\$0	n/a	\$1,370,471,627
TOTAL	\$995,150,979	\$512,158,589	\$36,244,716	\$554,389	\$914,935	n/a	\$1,544,108,673	\$995,150,979	\$512,158,589	\$36,244,716	\$554,389	\$914,935	n/a	\$1,545,023,608

Other 8(a): * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION CAN INCLUDE 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&T

2) CHS databases do not contain revenue data for Other 8(a) suppliers. When unknown, these have been classified Under \$1 million.



9.1.3 Supplier Diversity Program Expense Tables

2022 AT&T Combined Companies Program Expenses

AT&T (Combined Companies)	2022 Report	G.O. #156 Sec. 9.1.3
WMDVLGBTBE Program Expenses		

Expense Category	Year (Actual)
Wages & Benefits	\$379,894
Other Employee Expenses	\$2,959
Program Expenses	\$105,970
Other	\$3,261
TOTAL	\$492,084

Note: Program expenses for CPUC filing represented 14% of total AT&T Supplier Diversity program expenses. This allocation includes only the AT&T companies registered in California and part of this filing, but not all AT&T Inc. operations in California.

9.1.4 Supplier Diversity Results & Goals

2022 AT&T Combined Companies Progress Toward Goal

AT&T (Combined Companies)	2022	G.O. #156 Sec. 9.1.4
WMDVLGBTBE Results and Goals		

Category	2022 Results	2022 Goals
Minority Men	12.87%	11.00%
Minority Women	0.72%	4.00%
Minority Business Enterprise (MBE)	13.58%	15.00%
Women Business Enterprise (WBE)	7.92%	5.00%
Disabled Veteran Business (DVBE)	0.47%	1.50%
(LGBTQ)	0.014%	0.50%
Disability Business Enterprises (DBE)	0.010%	0.00%
TOTAL WMDVLGBTBE	22.03%	22.00%

% - PERCENTAGE OF NET PROCUREMENT



**2022
AT&T California
Progress Toward Goal**

AT&T California	2022	G.O. #156 Sec. 9.1.4
WMDVLGBTBE Results and Goals		

Category	2022 Results	2022 Goals
Minority Men	7.93%	11.00%
Minority Women	1.72%	4.00%
Minority Business Enterprise (MBE)	9.65%	15.00%
Women Business Enterprise (WBE)	10.36%	5.00%
Disabled Veteran Business (DVBE)	1.37%	1.50%
(LGBTQ)	0.006%	0.50%
Disability Business Enterprises (DBE)	0.01%	0.00%
TOTAL WMDVLGBTBE	21.47%	22.00%

% - PERCENTAGE OF NET PROCUREMENT

**2022
AT&T Mobility of California
Progress Toward Goal**

AT&T Mobility	2022	156 Sec. 9.1.4
WMDVLGBTBE Results and Goals		

Category	2022 Results	2022 Goals
Minority Men	15.72%	11.00%
Minority Women	0.20%	4.00%
Minority Business Enterprise (MBE)	15.93%	15.00%
Women Business Enterprise (WBE)	6.72%	5.00%
Disabled Veteran Business (DVBE)	0.10%	1.50%
(LGBTQ)	0.019%	0.50%
Disability Business Enterprises (DBE)	0.01%	0.00%
TOTAL WMDVLGBTBE	22.79%	22.00%

% - PERCENTAGE OF NET PROCUREMENT



9.1.5 Description of Prime Contractor Utilization of Diverse Subcontractors

AT&T has been a longstanding leader in supplier diversity by identifying and promoting diverse businesses for contract opportunities. Supplier diversity managers collaborate with Prime Suppliers to create meaningful goals and develop detailed plans to utilize diverse suppliers for Tier 2 opportunities.

As a result of these efforts, AT&T Prime Suppliers spent \$371 million subcontracting to California diverse businesses in 2022. Additional program achievements for the year were:

- \$2.8 billion in national Tier-2 subcontracting spend
- Over 50 suppliers exceeded AT&T's 21.5% diversity inclusion goal
- Over 1,600 diverse subcontractors utilized by Prime Suppliers

AT&T conducted both virtual and in-person matchmaking activities in 2022 by participating in advocacy organizations' events and in the continued utilization of AT&T's Virtual Matchmaking on Demand (VMOD) tool. The enhanced tool supports mobile interactions and provides a significant return on investment to Prime and Diverse suppliers because it reduces the initial time spent sourcing potential candidates and the need for face-to-face meetings.

- California-based business represent nearly 20% of all VMOD Portal businesses



2022 AT&T Combined Companies Prime Contractor Utilization table

AT&T (Combined Companies) 2022 Annual Report 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)	Disabled Veterans Business Enterprise (DVBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disability Owned Business Enterprises (DBE)	Other 8(a)*	TOTAL WMDVLGBTBE
Direct \$	\$932,651,178	\$60,669,334	\$993,320,513	\$512,094,189	\$36,244,716	\$554,389	\$0	\$2,809,801	\$1,545,023,608
Subcontracting \$	\$186,607,628	\$1,782,686	\$188,390,314	\$176,619,052	\$4,564,975	\$647,481	\$869,708	\$0	\$371,091,530
Total \$	\$1,119,258,806	\$62,452,021	\$1,181,710,827	\$688,713,241	\$40,809,691	\$1,201,870	\$869,708	\$2,809,801	\$1,916,115,138
Direct %	10.72%	0.70%	11.42%	5.89%	0.42%	0.01%	0.00%	0.03%	17.76%
Subcontracting %	2.14%	0.02%	2.17%	2.03%	0.05%	0.007%	0.010%	0.00%	4.27%
Total %	12.87%	0.72%	13.58%	7.92%	0.47%	0.014%	0.010%	0.03%	22.03%

Net Procurement**	\$8,699,667,359
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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

2022 AT&T California Prime Contractor Utilization table

AT&T California 2022 Annual Report 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)	Disabled Veterans Business Enterprise (DVBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disability Owned Business Enterprises (DBE)	Other 8(a)*	TOTAL WMDVLGBTBE
Direct \$	\$147,994,673	\$40,705,780	\$188,700,453	\$208,205,758	\$31,747,967	\$0	\$0	\$1,762,200	\$430,416,377
Subcontracting \$	\$41,600,264	\$397,413	\$41,997,677	\$39,373,520	\$1,017,666	\$144,342	\$193,883	\$0	\$82,727,089
Total \$	\$189,594,938	\$41,103,192	\$230,698,130	\$247,579,278	\$32,765,633	\$144,342	\$193,883	\$1,762,200	\$513,143,466
Direct %	6.19%	1.70%	7.90%	8.71%	1.33%	0.00%	0.00%	0.07%	18.01%
Subcontracting %	1.74%	0.02%	1.76%	1.65%	0.04%	0.01%	0.01%	0.00%	3.46%
Total %	7.93%	1.72%	9.65%	10.36%	1.37%	0.01%	0.01%	0.07%	21.47%

Net Procurement**	\$2,389,736,562
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2022 AT&T Mobility Prime Contractor Utilization table

AT&T Mobility	2022 Annual Report								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)	Disabled Veterans Business Enterprise (DVBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disability Owned Business Enterprises (DBE)	Other 8(a)*	TOTAL WMDVLGBTBE	
Direct \$	\$721,884,373	\$9,849,977	\$731,734,349	\$241,829,727	\$2,320,134	\$554,389	\$0	\$417,461	\$976,856,060	
Subcontracting \$	\$129,064,136	\$1,232,966	\$130,297,102	\$122,155,700	\$3,157,291	\$447,820	\$601,520	\$0	\$256,659,431	
Total \$	\$850,948,509	\$11,082,943	\$862,031,451	\$363,985,427	\$5,477,424	\$1,002,209	\$601,520	\$417,461	\$1,233,515,491	
Direct %	13.34%	0.18%	13.52%	4.47%	0.04%	0.01%	0.00%	0.01%	18.05%	
Subcontracting %	2.38%	0.02%	2.41%	2.26%	0.06%	0.01%	0.01%	0.00%	4.74%	
Total %	15.72%	0.20%	15.93%	6.72%	0.10%	0.02%	0.01%	0.01%	22.79%	
Net Procurement**	\$5,412,574,288									

2022 AT&T Corp of California Prime Contractor Utilization Table

AT&T Corp	2022 Annual Report								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)	Disabled Veterans Business Enterprise (DVBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disability Owned Business Enterprises (DBE)	Other 8(a)*	TOTAL WMDVLGBTBE	
Direct \$	\$59,904,479	\$9,588,181	\$69,492,660	\$59,419,240	\$2,110,002	\$0	\$0	\$605,745	\$131,627,647	
Subcontracting \$	\$15,109,424	\$144,342	\$15,253,766	\$14,300,659	\$369,621	\$52,426	\$70,419	\$0	\$30,046,892	
Total \$	\$75,013,903	\$9,732,524	\$84,746,426	\$73,719,899	\$2,479,623	\$52,426	\$70,419	\$605,745	\$161,674,539	
Direct %	6.97%	1.12%	8.08%	6.91%	0.25%	0.00%	0.00%	0.07%	15.31%	
Subcontracting %	1.76%	0.02%	1.77%	1.66%	0.04%	0.01%	0.01%	0.00%	3.50%	
Total %	8.73%	1.13%	9.86%	8.58%	0.29%	0.01%	0.01%	0.07%	18.81%	
Net Procurement**	\$859,693,143									



2022 AT&T Long Distance California Prime Contractor Utilization Table

AT&T Long Distance
2022 Annual Report
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)	Disabled Veterans Business Enterprise (DVBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disability Owned Business Enterprises (DBE)	Other 8(a)*	TOTAL WMDVLGBTBE
Direct \$	\$2,867,653	\$525,397	\$3,393,050	\$2,639,464	\$66,614	\$0	\$0	\$24,395	\$6,123,523
Subcontracting \$	\$833,804	\$7,965	\$841,769	\$789,173	\$20,397	\$2,893	\$3,886	\$0	\$1,658,118
Total \$	\$3,701,457	\$533,362	\$4,234,819	\$3,428,637	\$87,011	\$2,893	\$3,886	\$24,395	\$7,781,642
Direct %	7.61%	1.39%	9.01%	7.01%	0.18%	0.00%	0.00%	0.06%	16.26%
Subcontracting %	2.21%	0.02%	2.23%	2.10%	0.05%	0.01%	0.01%	0.00%	4.40%
Total %	9.83%	1.42%	11.24%	9.10%	0.23%	0.01%	0.01%	0.06%	20.66%

Net Procurement**	\$37,663,366
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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

9.1.6 List of Supplier Diversity Complaints Received & Current Status

No formal complaints were filed against any AT&T company or its affiliates in 2022.

9.1.7 Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories

Construction

AT&T employs a General Contractor Alliance Program nationally. We are proud to say that all three of the alliance partners assigned to California are diverse suppliers. Spend with these California-based companies has increased over the last several years and two of them saw an increase in 2022 exceeding 20% above spend from 2021. We added a Native American general contractor to our program and their spend increased from \$27k in 2020 to \$6.3M in 2022.

In 2023, AT&T will continue to focus on doing business with local, small contractors in California by issuing contracts under \$25 million with an emphasis on growing these businesses. In 2022, we signed more than \$23.8 million in contracts with local, small, and diverse business in California.



Legal

In 2022, AT&T Legal encouraged the use of diverse firms with diverse professionals, including women, minorities, disabled veterans, and LGBTQ+ professionals. In addition to a dedication to Supplier Diversity, the Legal Department continues to recognize the diversity, equity, and inclusion efforts of its law firm partners. In 2022, we awarded two law firms with the AT&T Legal Department Law Firm Diversity Award. One of the award recipients is a California-based law firm.

Moreover, the AT&T Legal Department's Diversity, Equity and Inclusion Committee has continued its focus on the following 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.

AT&T's Legal Department also demonstrated diversity and inclusion support via the following programs:

- Asian Americans Advancing Justice of Los Angeles Fellowship
- Association of Corporate Counsel, Southern California Chapter
- Bar Association of San Francisco Justice and Diversity Center Annual Gala
- Bar Association of San Francisco Minority Students Scholarship
- Black Women Lawyers Association of Los Angeles Foundation Scholarship
- 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 (Bar Exam Tutorials)
- The Mexican American Bar Foundation.

During 2023, the AT&T Legal and AT&T Supplier Diversity Teams will remain diligent in their efforts to procure certified diverse law firms for future business with AT&T.

Advertising

AT&T's Advertising category ranks among one of the highest spend categories and the Supplier Diversity team is committed and engaged in strategic conversations to continuously improve Supplier Diversity results. While AT&T's agencies of record led the bulk of projects, prime vendors subcontracted with diverse suppliers in key categories such as technology, production, marketing, digital, research, talent, and creative.

AT&T advertising agencies utilized five California based companies for new projects resulting in \$6.3M impact in Tier 2 subcontracting spend.

- \$3.8M was spent with two (2) diverse production companies on AT&T mass advertising
- A Hispanic and woman-owned postproduction company was utilized on a \$1.5M editing project
- \$702K was spent with a woman-owned company on retail production
- A black-owned production company worked on an additional project resulting in \$313K in increased spend

In 2023, AT&T Supplier Diversity will continue to design a process for measuring diverse talent within our advertising content. This effort will likely involve our agencies of record reporting on ethnicity and gender for leading roles in AT&T advertising. We believe that such action will provide us the necessary baseline to measure our efforts and set expectations.

Finance

The AT&T investment and treasury teams remain very active in pursuing emerging and diverse firms. For the purposes of this exercise, we defined an emerging and diverse firm as one in which diverse senior investment professionals hold at least 33% of the carried interest and/or ownership of the management company.

- Prior to 2015, AT&T private market investments committed \$201 million to an emerging manager fund-of-funds and a separate account, the latter of which has been managed on a discretionary basis by an external investment manager since 2005. Subsequently, AT&T has



closed \$471 million in commitments to 23 emerging manager-led funds on a direct basis as of December 31, 2022.

- AT&T public markets investment has allocated a total of \$170 million to three emerging managers as of December 31, 2022.
- After a very active 2020, one of AT&T's key financial priorities was reducing debt ratios. Consequently, debt underwriting activity in 2021 and 2022 was relatively modest. In 2022, AT&T treasury engaged with 12 diverse firms with fees totaling \$1.9 million.

In 2023, the AT&T Treasury and Investment teams will continue to focus on securing diverse firms for future opportunities.



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																										
		Short-Term 2023								Mid-Term 2024								Long-Term 2025								
SIC	Product/Service Descriptions	Minority		Total Minority Business Enterprise	Total Women Business Enterprise	Total Minority & Women Business Enterprises	Disabled Veteran Business Enterprise	LGBTQ Business Enterprise	Disability Owned Business Enterprises	Minority		Minority Business Enterprise	Women Business Enterprise	Total Minority & Women Business Enterprises	Disabled Veteran Business Enterprise	LGBTQ Business Enterprise	Disability Owned Business Enterprises	Minority		Minority Business Enterprise	Women Business Enterprise	Total Minority & Women Business Enterprises	Disabled Veteran Business Enterprise	LGBTQ Business Enterprise	Disability Owned Business Enterprises	
		Men	Women	MBE	WBE	M/WBE	DVBE	LGBTQ	DBE	Men	Women	MBE	WBE	M/WBE	DVBE	LGBTQ	DBE	Men	Women	MBE	WBE	M/WBE	DVBE	LGBTQ	DBE	
15	Building Construction/General Contractors Operative Builders	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.00%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	
17	Construction Special Trade Contractors	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.00%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	
35	Industrial/Commercial Machinery Computer Equipment	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.00%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	
36	Electronic - Other Electrical Equipment/Components (Except Computer Equipment)	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.00%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	
47	Transportation Services	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.00%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	
50	Wholesale Trade/Durable Goods	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.00%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	
51	Wholesale Trade/Non-Durable Goods	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.00%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	
55	Automotive Dealers Gasoline Service Stations	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.00%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	
73	Business Services	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.00%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	
81	Legal Services	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.00%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	
87	Engineering, Accounting, Research Management and Related Services	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.00%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	
Grand Total		11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.00%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	

10.1.2 Description of Supplier Diversity Program Activities Planned for the Next Calendar Year

AT&T Supplier Diversity is planning several program activities for 2023. We intend 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.
- 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.
- Maintain support and participation with regional diverse business groups and organizations.
- Build on the Buy Small, Buy Local, Buy Diverse program we rolled out in 2021 for 10 major cities across the United States, including the San Francisco Bay Area in California.
- Lastly, during 2023, we will continue to build upon the Capacity Building workshop specifically for California-based diverse suppliers that we launched in 2022.

10.1.3 Plans for Recruiting Diverse Suppliers in Low Utilization Categories

The Supplier Diversity organization will continue to promote certified diverse businesses in all spend categories across the company. Subject matter experts within our team are aligned to support over 30 different spend categories which includes low spend segments such as Legal, Finance, and Human Resources.

Our intentional advocacy efforts position our team to work closely with leadership from Global Supply Chain, AT&T Prime Suppliers, and internal business units to uncover future AT&T projects that align with either Tier-1 or Tier-2 opportunities. We seek to have conversations that shift from focus on spend to increasing the number of diverse suppliers utilized in the commodity.

In instances where needs of the business are shifting and vendor consolidation could impact our diverse supplier community, our team works diligently to stabilize and sustain inclusion for minority businesses.

10.1.4 Plans for Recruiting Diverse 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 Diverse Suppliers

Our Prime Supplier Program is one of the most essential efforts within AT&T Supplier Diversity Program. Since 1989, AT&T's Prime Supplier Program has helped to increase the utilization of diverse businesses in our supply chain through subcontracting/tier 2 arrangements. 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 Supplier Diversity managers that aim to drive progress of diverse vendor utilization.

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 subcontracting opportunities. Additional activities to increase Prime Supplier subcontracting results are:

- Reviewing on a quarterly basis, Prime Supplier results focused on those underperforming against targets.

- Enhancing the Prospective Supplier process to direct vetted Diverse Suppliers to the VMOD platform.
- 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.

10.1.6 Plans for Complying with Supplier Diversity Program Guidelines

At AT&T, we are committed to increasing the diversity of our supplier base because we believe that it is the right thing to do and it's also good business -- a diverse supply chain is a strong supply chain.

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 LGBTQ+ 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

In 2023, we will maintain our industry leadership by executing our programs, diversity engagement, and most importantly, our spend with diverse suppliers in California.



Workforce and Board Diversity

At AT&T, we are committed to building and fostering a diverse, equitable, and inclusive workforce. For a view of our workforce diversity, and pursuant to Decision 22-04-035, AT&T provides the following information on Workforce Diversity and Board Diversity:

- AT&T's national workforce diversity data is published on our website at: <https://about.att.com/pages/diversity>.
- Like many employers, AT&T submits U.S. workforce data broken out by race/ethnicity, sex and EEO job category to the Equal Employment Opportunity Commission (EEOC) annually. The EEOC uses this data to analyze employment patterns and identify the representation of workers within the U.S. workforce. AT&T's most current Federal Employer Information Report (EEO-1) is available at: <https://about.att.com/ecms/dam/pages/Diversity/2022-AT&T-Consolidated-EEO-1-Report.pdf>.
- Board Diversity: 40% of our Board is considered diverse based on race/ethnicity or gender.