



# AT&T 2024 Annual Report & 2025 Annual Plan

Submitted Pursuant to  
California Public Utilities Commission  
General Order 156

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**AT&T<sup>1</sup> submits this revised<sup>2</sup> 2024 annual report and 2025 annual plan pursuant to California Public Utilities Commission (CPUC) General Order (GO) 156, which requires covered entities to detail their supplier spend by categories and ethnicities specified by the CPUC and to provide information about supplier inclusivity activities. The form and content of the numerical tables included herein follow the templates or instructions provided by the CPUC.**

### 9.1(1) AT&T Supplier Inclusivity Program

AT&T awards supplier contracts based on competitive value. We ensure that all suppliers are evaluated based on their ability to deliver quality products and services that meet our standards and deliver value to our customers. We are proud to be one of the first corporations in the U.S. to establish an inclusive supplier program, which is open to all companies and designed to bring in smaller, local businesses in the communities we serve, and we continue to build on that long history.

AT&T Supplier Inclusivity Program  
208 S. Akard Street 19<sup>th</sup> floor  
Dallas, Texas 75202  
Email: attsi@att.com

## Internal Strategies and Activities

### Supplier Advocacy

We work closely with our sourcing organization, business unit partners and prime suppliers to identify opportunities for consideration and inclusion of all suppliers. Our efforts also include supplier coaching, mentoring and capability assessment to support current and prospective supplier contract success.

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<sup>1</sup> This report includes results from Pacific Bell Telephone Company d/b/a AT&T California (U 1001 C), AT&T Enterprises, LLC (U 5002 C), SBC Long Distance, LLC d/b/a AT&T Long Distance (U 5800 C), and the collective wireless companies, including 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. Collectively, these affiliates are referred to as "AT&T."

<sup>2</sup> AT&T submits this revised AT&T 2024 Annual Report & 2025 Annual Plan to address two items raised by the CPUC and add one clarification.



### **Sourcing Collaboration**

Our Supply Chain professionals support the AT&T Supplier Inclusivity Program by working closely with our Supplier Inclusivity advocacy team across our supply chain.

### **Prime Supplier Program**

We work with our strategic suppliers to support their efforts to build an inclusive pipeline of subcontractors (Tier-2).

### **Prospective Supplier Process**

Our Supplier Inclusivity organization connects with suppliers at events and encourages registration at [www.attsuppliers.com](http://www.attsuppliers.com). The database enables us to efficiently manage and identify supplier information, track activities, manage certifications, and perform comprehensive searches. In 2024, we received **58** new registrations from California-based certified suppliers.

### **Supplier Financing Program**

AT&T's Supplier Financing Program enables suppliers to leverage the credit power of AT&T. Our suppliers benefit by freeing up additional cash flow at a low interest rate that they may not be eligible to receive at their financial institutions. In 2024, a total of **24** California-based certified suppliers participated in this program.

## **External Strategies and Activities**

### **Participation and Outreach**

Below is a snapshot of the conferences, matchmakers, and supplier outreach events supported in California:

- Asian Business Association - Orange County (ABAOC) BizCon
- West Region Minority Supplier Development Council (MSDC) Construction Day
- California Supplier Diversity Symposium
- ABAOC Small Business Development Day
- CPUC Small & Diverse Business Expo Northern CA
- Western Region MSDC Awards Gala
- Southern California MSDC B3 Conference + Expo
- American Indian Chambers of Commerce Annual Expo
- Western Region MSDC Multi Industry Supplier Diversity Expo
- Women's Business Enterprise Council-West Annual Procurement Conference
- Asian Business Association LA 48th Annual IMPACT Awards



- Small Business Diversity Network ProCon
- CPUC Small & Diverse Business Expo & Annual GO 156 En Banc
- ABAOC 32<sup>nd</sup> Annual Award Gala

### **Education & Mentorship**

The AT&T Supplier Inclusivity Program invested over \$18,000 in Education & Mentoring sponsorships through regional council affiliations. In California, our program sponsored a Business Growth Acceleration Program (BGAP) scholarship with the Western Region MSDC.

The **BGAP** helps participants grow their businesses using a practical, hands-on approach. Over six months, participants work with mentors and attend 11 virtual instructor-led courses covering topics like Strategic Growth Planning, Change Management, Market Research, Strategic Partnerships, Financial Planning and Analysis, Leadership, Employee Engagement, and Professionalism.

### **Equitable Hiring and Recruiting**

There is a place for everyone at AT&T, based on merit, qualification and ability to help us achieve our business priorities. A workforce that is representative of, and responsive to, our broad, diverse customer base serves our goal to be the industry's best connectivity provider.

### **Non-Confidential Workforce Data & Board Diversity**

2023 information is available on our website at:

<https://sustainability.att.com/ViewFile?fileGuid=032b23d3-77c3-4500-ae5a-84f74e646ca3>

(Slide 31).

### **9.1(2) Results by Ethnicity**

As required by CPUC GO 156, Rule 9.1(2), AT&T reports that its combined 2024 spend on suppliers in the specified ethnicity categories totaled close to **\$1.6 billion** representing **20.85%** of our total California spend (about \$100 million more than 2023).

**Supplier Diversity Results by Ethnicity**

			2024			
			Direct	Sub	Total \$	%
1	<b>Minority Male</b>	Asian Pacific American	\$65,351,706	\$80,772,420	\$146,124,126	1.95%
2		African American	\$257,823,560	\$22,374,050	\$280,197,610	3.74%
3		Hispanic American	\$180,128,968	\$47,650,220	\$227,779,188	3.04%
4		Native American	\$6,352,491	\$1,797,081	\$8,149,572	0.11%
5		Multi-Ethnic American	\$0	\$22,756,947	\$22,756,947	0.30%
6		Total Minority Male	\$509,656,725	\$175,350,718	\$685,007,443	9.15%
7	<b>Minority Female</b>	Asian Pacific American	\$46,744,652	\$0	\$46,744,652	0.62%
8		African American	\$132,192	\$0	\$132,192	0.00%
9		Hispanic American	\$23,227,680	\$0	\$23,227,680	0.31%
10		Native American	\$0	\$0	\$0	0.00%
11		Multi-Ethnic American	\$0	\$0	\$0	0.00%
12		Total Minority Female	\$70,104,523	\$0	\$70,104,523	0.94%
13	Total Minority Business Enterprise (MBE)		\$579,761,249	\$175,350,718	\$755,111,967	10.08%
14	Women Business Enterprise (WBE)		\$554,881,073	\$191,676,103	\$746,557,175	9.97%
15	Disabled Veteran Business Enterprise (DVBE)		\$54,792,322	\$2,846,451	\$57,638,773	0.77%
16	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$161,299	\$379,175	\$540,475	0.007%
17	Persons with Disabilities Business Enterprise (DBE)		\$0	\$1,321,327	\$1,321,327	0.02%
18	Other 8(a)*		\$0	\$0	\$0	0.00%
19	<b>Total Supplier Diversity Spend</b>		<b>\$1,189,595,943</b>	<b>\$371,573,774</b>	<b>\$1,561,169,716</b>	<b>20.85%</b>
20	<b>Net Procurement**</b>		<b>\$7,489,034,127</b>			

**NOTES:**

\* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTPDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

\*\* Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

1 Direct - Means Direct Procurement: when a utility directly procures from a supplier.

2 Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfil its contractual obligation(s).

% - Percentage of Net Procurement.

Totals may not add due to rounding.

## 9.1(2) Results by Product and Service Categories

AT&T procurement processes, invoicing and systems do not allow us to report spend on suppliers by product and service as specified in GO 156, Rule 9.1(2). Nevertheless, these tables are included at the end of this report.

## 9.1(2) Description of Supplier Workforce

Based on information available in B2GNow databases, over 25% of AT&T direct suppliers certified with the Supplier Clearinghouse indicate that most of their workforce resides in California, while over 20% of suppliers lack information. The actual percentage of each direct supplier's workforce that resides in California is not available and will be reported annually once the Supplier Clearinghouse collects such information and makes it available to utilities through the Prism portal. The table below represents AT&T's best effort to comply with GO 156 reporting requirements based on systems and data availability.

AT&T (Combined Companies)		2024		GO 156 Section 9.1.2		
Description of Diverse Suppliers with Majority Workforce in California						
	Direct	%	Avg. CA Workforce	Indirect	%	Avg. CA Workforce
Suppliers majority of workforce in California	47	25.1%	n/a	n/a	n/a	n/a
Suppliers majority of workforce Outside California	101	54.0%	n/a	n/a	n/a	n/a
Unknown (no information available)	39	20.9%	n/a	n/a	n/a	n/a
Total Suppliers	187	100.0%	N/A	N/A	N/A	N/A
SOURCE: B2GNow. THE NEW SUPPLIER CLEARINHOUSE SYSTEM (PRISM) DOES NOT YET CONTAIN THIS INFORMATION FOR CERTIFIED BUSINESSES. WORKFORCE DATA NOT AVAILABLE FOR SEVERAL SUPPLIERS.						

## 9.1(2) Results by Standard Industrial Classification (SIC)

Due to formatting limitations, this table is placed at the end of this report.

## 9.1(2) Number of Eligible Suppliers & Revenue Reported to Supplier Clearinghouse

Due to formatting limitations, this table is placed at the end of this report.

### 9.1(3) GO 156 Program Expenses

AT&T (Combined Companies)	2024	G.O. #156 Sec. 9.1.3
Supplier Diversity Program Expenses		

Expense Category	Year (Actual)
Wages & Benefits	\$357,726
Other Employee Expenses	\$21,463
Program Expenses	\$228,825
Other	\$23,383
<b>TOTAL</b>	<b>\$631,397</b>

### 9.1(4) Results Compared to CPUC's Set Goals

AT&T's results indicate an increase from 19.48% in 2023 to 20.85% in 2024.

AT&T (Combined Companies)	2024	G.O. #156 Sec. 9.1.4
Supplier Diversity Results Compared to Set Goals		

Category	2024 Results	2024 Goals
Minority Men	9.15%	11.00%
Minority Women	0.94%	4.00%
Minority Business Enterprise (MBE)	10.08%	15.00%
Women Business Enterprise (WBE)	9.97%	5.00%
Disabled Veteran Business Enterprises (DVBE)	0.77%	1.50%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.01%	1.50%
Persons with Disabilities Business Enterprise (DBE)	0.02%	0.00%
<b>TOTAL</b>	<b>20.85%</b>	<b>23.00%</b>

% - PERCENTAGE OF NET PROCUREMENT

### 9.1(5) Prime Contractor Utilization

Supplier inclusivity managers work closely with prime suppliers to manage Tier-2 opportunities. For example, AT&T conducted both virtual and in-person matchmaking activities by participating in advocacy organizations' events and facilitating virtual "Meet the Primes" events. AT&T prime suppliers subcontracted approximately **\$372 million** to diverse suppliers in 2024.

## 9.1(5) New Prime Contractor and Subcontractor (certified under GO 156) Utilization

<b>AT&amp;T (Combined Companies)</b>	<b>2024 Report Year</b>	<b>G.O. #156 Sec. 9.1.5</b>
<b>New Diverse Prime and Subcontractor Utilization</b>		

Category	New Prime Contractors #	New Subcontractors #
Minority Male Business Enterprise	6	n/a
Minority Female Business Enterprise	0	n/a
Minority Business Enterprise (MBE)	6	n/a
Women Business Enterprise (WBE)	7	n/a
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0	n/a
Disabled Veteran Business Enterprise (DVBE)	1	n/a
Persons with Disabilities Business Enterprise (DBE)	0	n/a
8(a)	0	n/a
<b>Total*</b>	<b>14</b>	<b>n/a**</b>

\*New supplier defined as not included in previous year CPUC submission.

\*\*Data not available.

## 9.1(5) Summary of Prime Contractor Utilization of Subcontractors (certified under GO 156)<sup>3</sup>

<b>AT&amp;T (Combined Companies)</b>	<b>2024 Annual Report</b>	<b>G.O. #156 Sec. 9.1.5</b>
<b>Summary of Diverse Contractor Utilization</b>		

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Disabled Veterans Business Enterprise (DVBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Persons with Disabilities Business Enterprise (DBE)	Other 8(a)*	TOTAL Supplier Diversity
<b>Direct \$</b>	\$509,656,725	\$70,104,523	\$579,761,249	\$554,881,073	\$54,792,322	\$161,299	\$0	\$0	\$1,189,595,943
<b>Subcontracting \$</b>	\$175,350,718	\$0	\$175,350,718	\$191,676,103	\$2,846,451	\$379,175	\$1,321,327	\$0	\$371,573,774
<b>Total \$</b>	<b>\$685,007,443</b>	<b>\$70,104,523</b>	<b>\$755,111,967</b>	<b>\$746,557,175</b>	<b>\$57,638,773</b>	<b>\$540,475</b>	<b>\$1,321,327</b>	<b>\$0</b>	<b>\$1,561,169,716</b>
<b>Direct %</b>	6.81%	0.94%	7.74%	7.41%	0.73%	0.00%	0.00%	0.00%	15.88%
<b>Subcontracting %</b>	2.34%	0.00%	2.34%	2.56%	0.04%	0.005%	0.018%	0.00%	4.96%
<b>Total %</b>	<b>9.15%</b>	<b>0.94%</b>	<b>10.08%</b>	<b>9.97%</b>	<b>0.77%</b>	<b>0.007%</b>	<b>0.018%</b>	<b>0.00%</b>	<b>20.85%</b>

<b>Net Procurement**</b>	<b>\$7,489,034,127</b>
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<b>AT&amp;T (Combined Companies)</b>	<b>2024 Annual Report</b>	<b>G.O. #156 Sec. 9.1.5</b>
<b>In-State Prime Contractor Utilization of Diverse Subcontractors (California Domiciled)</b>		

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Disabled Veterans Business Enterprise (DVBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Persons with Disabilities Business Enterprise (DBE)	Other 8(a)*	TOTAL Supplier Diversity
<b>Direct \$</b>	\$41,566,684	\$14,323,374	\$55,890,058	\$16,382,242	\$52,699,810	\$0	\$0	\$0	\$124,972,111
<b>Subcontracting \$</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Total \$</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
<b>Direct %</b>	0.56%	0.19%	0.75%	0.22%	0.70%	0.00%	0.00%	0.00%	1.67%
<b>Subcontracting %</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Total %</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>

<b>Net Procurement**</b>	<b>\$7,489,034,127</b>
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<sup>3</sup> Regarding in-state prime contractor utilization, most subcontractor data is provided as a summary by gender, ethnic or certification status; therefore, AT&T does not have information to report.



### 9.1(6) Complaints Received & Current Status

No formal complaints were filed.

### 9.1(7) Recruitment Efforts

In 2024, AT&T hosted a series of supplier inclusivity summits, focusing on three core commodity areas: Network & Engineering, Global Real Estate, and Advertising (California only). These informative and action-based experiences offered suppliers a unique opportunity to gain industry-specific insights, understand how to navigate supply chain complexities, and network with top prime suppliers.

#### Network & Engineering

**Increased Visibility:** Over 250 companies attended the summit, providing a platform for suppliers to showcase their capabilities and connect with over 18 prime suppliers.

- **Networking Opportunities:** The event facilitated meaningful interactions, allowing suppliers to pitch their capabilities directly to prime suppliers.
- **Economic Empowerment:** As a result of these interactions, multiple companies received RFP procurement opportunities, culminating in contract awards that bolstered their business growth.

#### Global Real Estate

**Increased Visibility:** The summit attracted over 260 live attendees and 150 virtual participants, reflecting a strong interest in the sector.

- **Networking Opportunities:** Suppliers had the chance to connect with 13 prime suppliers, fostering relationships and potential business opportunities.
- **Economic Empowerment:** Several small regional companies were awarded contracts in landscaping and property management services, demonstrating the tangible benefits of the summit.

#### Advertising (California Only)

**Increased Visibility:** The summit featured eight specific showcases focusing on production, digital media, visual effects, and editing.

- **Networking Opportunities:** Suppliers connected with our Agencies of Record in the Creative and Media space, opening doors to new business prospects.
- **Economic Empowerment:** The summit led to significant outcomes, with five small, woman-owned companies receiving work on AT&T Mobility and business



campaigns. Additionally, three suppliers secured contracts for video production and editing on advertising campaigns.

#### 10.1(1) CPUC Short-, Mid-, and Long-Term Goals

Supplier contracts are awarded based on competitive value. We ensure that all suppliers are evaluated based on their ability to deliver quality products and services that meet our standards and deliver value to our customers. We do not have quotas or preferences in our procurement practices and do not select suppliers based on a particular set of goals, but we strive to be inclusive.

The following chart presents the minimum goals provided by the CPUC.

CPUC Annual Short, Mid, and Long-Term Goals by SIC Category						
2025, 2026 and 2027 Goals						
SIC	Product/Service Descriptions	Minority Business Enterprise MBE	Women Business Enterprise WBE	Disabled Veteran Business Enterprise DVBE	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE) LGBTQ	Persons with Disabilities Business Enterprise DBE
15	Building Construction/General Contractors Operative Builders	15.0%	5.0%	1.5%	1.50%	0.00%
17	Construction Special Trade Contractors	15.0%	5.0%	1.5%	1.50%	0.00%
35	Industrial/Commercial Machinery Computer Equipment	15.0%	5.0%	1.5%	1.50%	0.00%
36	Electronic - Other Electrical Equipment/Components (Except Computer Equipment)	15.0%	5.0%	1.5%	1.50%	0.00%
47	Transportation Services	15.0%	5.0%	1.5%	1.50%	0.00%
50	Wholesale Trade/Durable Goods	15.0%	5.0%	1.5%	1.50%	0.00%
51	Wholesale Trade/Non-Durable Goods	15.0%	5.0%	1.5%	1.50%	0.00%
55	Automotive Dealers Gasoline Service Stations	15.0%	5.0%	1.5%	1.50%	0.00%
73	Business Services	15.0%	5.0%	1.5%	1.50%	0.00%
81	Legal Services	15.0%	5.0%	1.5%	1.50%	0.00%
87	Engineering, Accounting, Research Management and Related Services	15.0%	5.0%	1.5%	1.50%	0.00%
<b>Total</b>		<b>15.0%</b>	<b>5.0%</b>	<b>1.5%</b>	<b>1.50%</b>	<b>0.00%</b>

### 10.1(2) 2025 Plan

The AT&T Supplier Inclusivity organization plans to host a series of supplier engagement events such as conferences, workshops, panel discussions, supplier presentations, business matchmaking sessions, and roundtable discussions. These activities are intended to provide valuable networking opportunities and promote growth. Our key objectives for the upcoming year are:

- Partner with AT&T Global Supply Chain to uncover new opportunities.

- Increase Tier-2 engagement and reporting.
- Continue involvement with regional groups and organizations, including activities with the CPUC and the State of California.

#### 10.1(3) Low Utilization Categories Plan

The AT&T Supplier Inclusivity organization is dedicated to supporting over 30 different spend categories, including traditionally low spend areas. Our focused advocacy efforts enable us to collaborate closely with AT&T Global Supply Chain leadership, other internal business units, and AT&T prime suppliers to identify upcoming projects that offer Tier-1 or Tier-2 opportunities. We aim to shift conversations from merely focusing on spend to increasing competitive value.

#### 10.1(4) Recruiting Supplier Where Unavailable

Not applicable.

#### 10.1(5) Plans for Encouraging Prime Contractors to Subcontract Eligible Suppliers

AT&T fosters growth and value creation by:

- Aiming to achieve inclusive spend through subcontracting opportunities.
- Reporting yearly Tier-2 subcontracting spend.
- Involving certified and small businesses in the production of products and services we procure.

We encourage all suppliers to participate in AT&T's Prime Supplier Tier-2 Subcontracting Program. To learn more, please visit <https://attsuppliers.com>.

#### 10.1(6) Compliance Guidelines

AT&T is dedicated to expanding the range of our supplier base because it makes good business sense – an inclusive supply chain is a robust supply chain.

## 9.1(2) Direct Procurement Results by Product and Service Categories

AT&T (Combined Companies)

2024

G.O. #156 Sec. 9.1.2

Supplier Diversity Direct Procurement Results by Product and Service Categories

				Products		Services		Total	
				\$	%	\$	%	\$	%
1	Minority Male	Asian Pacific American	Direct	\$0	0.00%	\$0	0.00%	\$65,351,706	0.87%
2		African American	Direct	\$0	0.00%	\$0	0.00%	\$257,823,560	3.44%
3		Hispanic American	Direct	\$0	0.00%	\$0	0.00%	\$180,128,968	2.41%
4		Native American	Direct	\$0	0.00%	\$0	0.00%	\$6,352,491	0.08%
5		Multi-Ethnic American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
6		Total Minority Male	Direct	\$0	0.00%	\$0	0.00%	\$509,656,725	6.81%
7	Minority Female	Asian Pacific American	Direct	\$0	0.00%	\$0	0.00%	\$46,744,652	0.62%
8		African American	Direct	\$0	0.00%	\$0	0.00%	\$132,192	0.00%
9		Hispanic American	Direct	\$0	0.00%	\$0	0.00%	\$23,227,680	0.31%
10		Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
11		Multi-Ethnic American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
12		Total Minority Female	Direct	\$0	0.00%	\$0	0.00%	\$70,104,523	0.94%
13	Total Minority Business Enterprise (MBE)		Direct	\$0	0.00%	\$0	0.00%	\$579,761,249	7.74%
14	Women Business Enterprise (WBE)		Direct	\$0	0.00%	\$0	0.00%	\$554,881,073	7.41%
15	Disabled Veteran Business Enterprise (DVBE)		Direct	\$0	0.00%	\$0	0.00%	\$54,792,322	0.73%
16	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$0	0.00%	\$0	0.00%	\$161,299	0.00%
17	Persons with Disabilities Business Enterprise (DBE)		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
18	Other 8(a)*		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
19	Total Supplier Diversity Spend		Direct	\$0	0.00%	\$0	0.00%	\$1,189,595,943	15.88%
20	Total Product		\$0						
21	Total Service		\$0						
22	Net Procurement**		\$7,489,034,127						
23	Number of Direct Diverse Suppliers		187						

## 9.1(2) Subcontractor Procurement Results by Product and Service Categories

AT&T (Combined Companies)				2024		G.O. #156 Sec. 9.1.2				
Supplier Diversity Subcontractor Procurement Results by Product and Service Categories										
				Products		Services		Total		
				\$	%	\$	%	\$	%	
1	Minority Male	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$80,772,420	1.08%	
2		African American	Sub	\$0	0.00%	\$0	0.00%	\$22,374,050	0.30%	
3		Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$47,650,220	0.64%	
4		Native American	Sub	\$0	0.00%	\$0	0.00%	\$1,797,081	0.02%	
5		Multi-Ethnic American	Sub	\$0	0.00%	\$0	0.00%	\$22,756,947	0.30%	
6		Total Minority Male	Sub	\$0	0.00%	\$0	0.00%	\$175,350,718	2.34%	
7	Minority Female	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
8		African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
9		Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
10		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
11		Multi-Ethnic American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
12		Total Minority Female	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
13 Total Minority Business Enterprise (MBE)				Sub	\$0	0.00%	\$0	0.00%	\$175,350,718	2.34%
14 Women Business Enterprise (WBE)				Sub	\$0	0.00%	\$0	0.00%	\$191,676,103	2.56%
15 Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)				Sub	\$0	0.00%	\$0	0.00%	\$379,175	0.01%
16 Disabled Veteran Business Enterprise (DVBE)				Sub	\$0	0.00%	\$0	0.00%	\$2,846,451	0.04%
17 Other 8(a)*				Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
18 Persons with Disabilities Business Enterprise (DBE)				Sub	\$0	0.00%	\$0	0.00%	\$1,321,327	0.02%
19 Total Supplier Diversity Spend				Sub	\$0	0.00%	\$0	0.00%	\$371,573,774	4.96%
20	Total Product		\$0							
21	Total Service		\$0							
22		Net Procurement**	\$7,489,034,127							
23		Number of Direct Diverse Suppliers***	N/A							

\* Tier-2 / Subcontracting results are an allocation of the national subcontracting results. In most cases, Prime suppliers lump/allocate their subcontracting results to AT&T and no supplier names are provided.

## 9.1(2) Results by Standard Industrial Classification (SIC)

AT&T (Combined Companies) 2024 G. O. #156 Sec 9.1.2 Supplier Diversity Results by Standard Industrial Classification (SIC) Codes

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)		Persons with Disabilities Business Enterprise (DBE)		Other (a)**	Total WMDV/LGBTBE	Total Dollars																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
\$ SIC 16: Building Construction General Contractors And Operative Builders	\$ 336,592	\$ 17,345	\$ 76,509	\$ 0	\$ 1,022,832	\$ 12,270,735	\$ 7,189,268	\$ 0	\$ 0	\$ 0	\$ 0	\$ 20,811,281	\$ 6,511	\$ 2,851	\$ 13,801,200	\$ 1,500	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 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NOTES:  
 \* (a) - Firms classified as (a) by the Small Business Administration include non-WMDV/LGBTBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11825 (50 U.S.C. 1133).  
 \*\* Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.  
 1 Direct - Means Direct Procurement: when a utility directly procures from a supplier.  
 2 Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).  
 % - Percentage of Net Procurement.  
 Totals may not add due to rounding.

### 9.1(2) Number of Eligible Suppliers & Revenue Reported to Supplier Clearinghouse

AT&T (Combined Companies)										2024										GO 156 Section 9.1.2									
Number of Diverse Suppliers and Revenue Reported to the Supplier Clearinghouse																													
Revenue Reported to the Supplier Clearinghouse															Number of Diverse Suppliers Data										AT&T 2024 Summary				
	MBE	WBE	DVBE	LG&TBE	DBE	Other 8(a)*	Grand Total	MBE	WBE	DVBE	LG&TBE	DBE	Other 8(a)*	Grand Total	MBE	WBE	DVBE	LG&TBE	DBE	Other 8(a)*	Grand Total								
1 Under \$1 million	9	13	5	0	0	n/a	27	68	64	3	2	0	n/a	137							n/a								
2 Under \$5 million	18	14	0	1	0	n/a	33	16	15	1	0	0	n/a	32							n/a								
3 Under \$10 Million	12	11	0	0	0	n/a	23	6	1	0	0	0	n/a	7							n/a								
4 Above \$10 Million	59	44	0	1	0	n/a	104	8	2	1	0	0	n/a	11							n/a								
TOTAL	98	82	5	2	0	n/a	187	98	82	5	2	0	n/a	187							n/a								

Revenue and Payment Data																			
Revenue Reported to the Supplier Clearinghouse															AT&T 2024 Summary				
	MBE	WBE	DVBE	LG&TBE	DBE	Other 8(a)*	Grand Total	MBE	WBE	DVBE	LG&TBE	DBE	Other 8(a)*	Grand Total					
1 Under \$1 Million	\$3,073,604	\$467,147,904	\$54,792,322	\$0	\$0	n/a	\$525,013,830	\$14,033,649	\$12,237,666	\$319,288	\$161,299	\$0	n/a	\$26,762,103					
2 Under \$5 Million	\$4,112,433	\$6,371,813	\$0	\$4,938	\$0	n/a	\$30,748,408	\$39,875,581	\$2,092,511	\$2,092,511	\$0	\$0	n/a	\$72,716,500					
3 Under \$10 Million	\$20,303,005	\$22,007,442	\$0	\$0	\$0	n/a	\$22,310,447	\$46,016,112	\$7,996,273	\$0	\$0	\$0	n/a	\$54,014,386					
4 Above \$10 Million	\$552,272,207	\$77,353,914	\$0	\$156,362	\$0	n/a	\$629,782,482	\$488,962,879	\$494,769,533	\$52,380,522	\$0	\$0	n/a	\$1,036,112,954					
TOTAL	\$579,761,249	\$654,881,073	\$54,792,322	\$161,299	\$0	n/a	\$1,189,595,943	\$579,761,249	\$554,881,073	\$54,792,322	\$161,299	\$0	n/a	\$1,189,595,943					

## NOTES:

\* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDV/LBTPDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156) Section 1.3.13).

Totals may not add due to rounding.