9656 S. Prosperity Rd.
West Jordan, UT 84088

Rex Knowles
Senior Director
State & Local Government Affairs
(801) 280-7510
rex.knowles@verizon.com

March 2, 2026

VIA E-MAIL
Ms. Leuwam Tesfai, Executive Director
California Public Utilities Commission
505 Van Ness Avenue
San Francisco, CA 94102-3298

RE: **Verizon 2025 General Order 156 Compliance Filing**

Dear Ms. Tesfai:

Enclosed for filing, please find Verizon's 2025 General Order 156 compliance filing.

This report is being submitted on behalf of Verizon Wireless,[1] MCI Communications Services LLC d/b/a Verizon Business Services (U-5378-C), MCImetro Access Transmission Services LLC d/b/a Verizon Access Transmission Services (U-4438-C and U-5253-C), Verizon Long Distance LLC (U-5732-C), Verizon Select Services, Inc. (U-5494-C) and XO Communications Services, LLC (U-5558-C). Operationally, Verizon Wireless, MCI Communications Services LLC, MCImetro Access Transmission Services LLC, Verizon Long Distance LLC, Verizon Select Services, Inc. and XO Communications Services, LLC are working on a consolidated basis.

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

Respectfully submitted,

/s/ *Rex Knowles*

Rex Knowles

Enclosure

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[1]The following entities do business in California as Verizon Wireless: Cellco Partnership (U-3001), California RSA No. 4 Limited Partnership (U-3038), Alltel Corporation (U-3025-C), AirTouch Cellular Inc. (U-3011-C), Fresno MSA Limited Partnership (U-3005-C), GTE Mobilnet of California Limited Partnership (U-3002-C), Los Angeles SMSA Limited Partnership (U-3003-C), Pinnacles Cellular, Inc. (U-3028-C)*, Rural Cellular Corporation (U-3028-C)*, Redding MSA Limited Partnership (U-3091-C), Sacramento-Valley Limited Partnership (U-3004-C), Visible Services LLC (U-4516-C) and TracFone Wireless, Inc. (U-4231-C). * Pinnacles Cellular, Inc. merged into Rural Cellular Corporation, approved 11/20/24.

GENERAL ORDER 156 COMPLIANCE FILING

CPUC

January – December 2025

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INTRODUCTION

In accordance with the requirements of California Public Utilities Code Division 4, Chapter 7, Article 5 (Women, Minority, Disabled Veteran, and LGBT Business Enterprises (§§ 8281 — 8286) and the California Public Utilities Commission's implementing regulations assembled in General Order 156, Verizon hereby submits the attached Annual Report that covers supplier activities and results from January 1, 2025 – December 31, 2025 for the Goals set by the CPUC and our 2025 Annual Plan.

Pursuant to General Order 156, Section 14, Verizon's publicly posted federal EEO-1 reports are available here: https://www.verizon.com/about/investors/EEO-1-reports and a link to the Verizon Board is here: https://www.verizon.com/about/investors/board-directors.

In the following sections of this report, Verizon provides narratives, analytics and reporting on each topic in Sections 9.1.1 through 10.1.6.

GO 156, §9.1.1: Description of program activities during the previous calendar year.

INTERNAL PROGRAM STRATEGIES AND ACTIVITIES

Responsible Business: Verizon takes its role as a responsible business seriously and is meeting the challenge of creating a broad and inclusive supply chain by promoting small businesses. Small businesses are key to ensuring an inclusive supply chain; a large portion of small businesses are diverse, disability-owned, and/or veteran-owned businesses. In order to reach, develop, and include small business vendors in our supply chain, Verizon has decided to commit vast amounts of dollars and resources to this effort, including through its new Small Business Accelerator program. For example, Verizon has committed to spend $500 million with small business suppliers in California over the next five years as a part of this program.

In addition to this significant monetary investment, Verizon is expending considerable resources on events and program activities to engage with, coach, mentor, and provide matching opportunities to small businesses. Among other things, in 2025, Verizon focused on the following programs as part of its strategy to reach out to small businesses:

- ***Verizon Small Business Accelerator Program:*** Verizon's new program is helping to create a pipeline for American small businesses to work with Verizon and other large corporations using a multi-faceted approach such as below. In 2025, Verizon held four in-person regional summits in California (San Francisco, Los Angeles, Solvang, and Carson), where we invited local chambers, community partners, and small businesses to learn more about the programs expected to launch in 2026. These summits highlighted the multi-faceted approach of the Small Business Accelerator Program, which will offer:
    - Regional seminars, training, and other resources – providing valuable insights on becoming a Verizon supplier and highlighting specific partnership opportunities based on our business needs.
    - Flexible solutions – faster payment terms, modified insurance requirements, and adjusted indemnification requirements may help small businesses stay competitive as they grow.
    - Mentorship – connecting small businesses with larger businesses in our supply chain, and providing feedback on Go-To-Market strategies.
- ***Verizon Skill Forward*** provides skills to help program participants pave new career opportunities with job-relevant programs from EdX and is part of Verizon's goal to make quality education accessible for all. There are more than 250 courses spanning 84 unique professional certificate programs across in-demand areas of AI, business coding, communication, finance IT and more. Verizon offers access to a suite of edX development and exploration tools including career tips, resources, job board and industry related events and workshops.

- ***Verizon's Small Business Digital Ready*** provides small businesses with free on-line courses, tools, coaching, peer networking and access to grants where small businesses can apply for funding to take their business to the next level. There are over 80,000 small businesses in California registered in the Small Business Digital Ready program, over 16,000 registered in 2025 alone. Participants who register and complete two courses or mentoring events are eligible to apply for grant funding exclusive to users of Small Business Digital Ready. Our grants are in the range of $10,000 and are for those small businesses that can use additional sources of funding. Many of these grants are provided to relevant businesses. In California, for 2025, 82% of the small business grant awardees were people of color; 18% LGBT, 6% disability-owned and 65% of total grantees were women.
- Verizon's Small Business Digital Ready program engaged directly with California small businesses as well. Among other things:
    - Verizon hosted a workshop series in 2025 to help small businesses prepare for the opportunities that will arise from the 2026 FIFA World Cup. Each free event featured an in-person workshop, local speakers, and a ticket giveaway. Two events took place in California - Los Angeles and San Jose - promoting Small Business Digital Ready and Verizon's Supplier Accelerator, and building partnerships with host committees, mayors' offices, chambers of commerce and other key stakeholders. In addition to the in-person events, Verizon created a 4-part virtual series, which covers the range of topics small businesses should consider in light of these mega events, including - winning contracts, securing capital, marketing their business to visitors, and ensuring proper inventory planning.
    - Verizon also held a number of events throughout the state featuring speakers from Small Business Digital Ready, including at the Golden 1 Center in Sacramento, our Innovation Lab in Los Angeles, on the campus of California State University, Dominguez Hills, and during the California Hispanic Chambers of Commerce's statewide convention in Pomona, CA.
    - Verizon also hosted a Broadband Connectivity Summit in Los Angeles in May 2025 to demonstrate how connectivity fuels educational opportunity and empowers small businesses, and highlight how Verizon is prioritizing wellness in an increasingly connected world.

GO 156, §9.1.1: Description of program activities during the previous calendar year.

EXTERNAL PROGRAM STRATEGIES AND ACTIVITIES

Key External Partnerships

Verizon Community & Supplier Inclusion Initiatives

As a company that serves all industries and millions of customers in the U.S., Verizon recognizes the importance of supporting a broad array of community partners that drive business development and growth across all the various communities that Verizon serves. Volunteerism, pledges, and matchmaking sessions are examples of some of the external work we're doing to help us advance an inclusive supply chain.

In our external program we:

- Participate in forums, panels, webinars, and workshops to make valuable business connections with small, local, veteran and other underrepresented suppliers.
- Partner to educate and create awareness to drive the importance of an inclusive supply chain.
- Support and partner with various chambers of commerce and business associations to conduct one-on-one meetings between suppliers and Verizon business stakeholders to discuss business opportunities.
- Encourage suppliers to maintain required CPUC certifications, and to enter and update their profiles in our supplier registration database.
- Help small businesses gain access to capital to assist in funding the growth of their businesses through our support of the Business Consortium Fund.

2025 Support of and Partnership with Local Organizations: We partnered with community organizations to stay relevant with our support of a range of businesses and to accelerate business development, growth, and opportunities. Among the organizations that we supported in 2025 were:

- California Hispanic Chamber of Commerce
- Solano Hispanic Chamber of Commerce
- SF Made
- Northern California Small Business Development Center
- Oakland Metropolitan Chamber of Commerce
- Los Angeles Small Business Development Center
- Orange County Small Business Development Center
- New Economics For Women
- California State North Ridge
- San Diego & Imperial Small Business Development Center

- Dev/Mission: Free Tech Programs

External Events: Verizon's external program initiatives in 2025 included activities to highlight our new Small Business Supplier Accelerator Program, as well as other events geared toward promoting a wide variety of small businesses:

2025 Events Highlights

California

- LA Connectivity Summit | May 28
- SF Small Business Expo - San Francisco | June 18
- Accelerator: Small Business SF Event – SF Innovation Lab, CA | August 5
- Accelerator: Small Business LA Event – LA Innovation Lab, CA | August 7
- 2025 Small Business Resource Fair and Summit - City of Carson August 20
- San Diego Small Business Expo - San Diego September 18
- Expo: CPUC Small Biz Expo + En Banc – Riverside Convention Center, CA | October 7
- LA - Small Business Expo - Pasadena October 8
- SF/SJ FIFA Opportunities Workshop - San Jose October 21
- Small Business Forward - Solvang October 28
- LA FIFA Opportunities Workshop - Los Angeles October 30

Other

- SBA's National Small Business Week Awards Ceremonies – Washington, DC | May 4
- WBENC – New Orleans Ernest N. Morial Convention Center, LA | June 23
- Retail Store Event: Small Business Forward: Philadelphia Thrive – Philadelphia, PA | June 26
- Retail Store Event: Small Business Forward: Bronx Thrive – Verizon, NY | July 24
- Conference: US Black Chambers National Conference – 1900 W Place Northeast, DC | July 30
- Retail Store Event: Small Business Forward: Boston Thrive – Boston Innovation Lab, MA | August 7
- Conference: Billion Dollar Roundtable 2025 – 4341 PGA Parkway, TX | August 12
- Conference: National LGBT Chamber of Commerce (NGLCC) International Business & Leadership Conference – Bellagio Hotel & Casino, NV | August 19
- WV Chamber of Commerce Annual Conference – The Greenbrier, WV | August 27
- America's SBDC Annual Conference – Hilton Orlando, FL | September 2
- USHHC (United States Hispanic Chamber of Commerce) – Hyatt Regency Atlanta, GA | September 21
- Association of Women's Business Centers (AWBC) – Hyatt Regency Washington on Capitol Hill, DC | September 22
- 2025 USBC National Conference | U.S. Black Chambers, Inc. – Washington, DC | September
- Retail Store Event: Small Business Forward: Long Island Thrive – Huntington Station, NY | September 30
- Germantown In-Store Small Business Event – Germantown, MD | October 1
- Timonium (Baltimore, MD) In-Store Small Business Event – Timonium, MD | October 14
- Gaithersburg In-Store Small Business Event – Gaithersburg, MD | October 28

- National Veteran Business Matchmaking Conference and Veteran Marketplace 2025 – Spartanburg, SC | October 29

GO 156 §9.1.2: Results by: category, direct and subcontractor procurement results by product/service categories, NAICS codes, number of relevant suppliers and revenue reported to the Supplier Clearinghouse, description of number of relevant suppliers with California majority workforce.

Annual Results by Category:[1]

Supplier Diversity Annual Report and Annual Plan

Verizon Communications Inc.	Report Year: 2025	GO 156 Section 9.1.2
Supplier Diversity Procurement Results by Category		

			2025			
			Direct Spend[1] $	Sub Spend[2] $	Total $	%
1	Minority Male	African American	$ 37,353,087	$ 3,456,971	$ 40,810,057	1.00%
2		Asian Pacific American	$ 16,612,658	$ 63,771,700	$ 80,384,359	1.97%
3		Hispanic American	$ 36,636,612	$ 874,332	$ 37,510,944	0.92%
4		Native American	$ 3,962	$ 322,415	$ 326,377	0.01%
5		**Total Minority Male**	$ 90,606,319	$ 68,425,418	$ 159,031,737	3.90%
6	Minority Female	African American	$ 15,000	$ 196,852	$ 211,852	0.01%
7		Asian Pacific American	$ 44,084,197	$ 168,250,015	$ 212,334,212	5.21%
8		Hispanic American	$ 8,475,678	$ 2,263,267	$ 10,738,945	0.26%
9		Native American	$ -	$ -	$ -	0.00%
10		**Total Minority Female**	$ 52,574,875	$ 170,710,134	$ 223,285,009	5.48%
11	Total Minority Business Enterprise (MBE)		$ 143,181,194	$ 239,135,552	$ 382,316,746	9.38%
12	Women Business Enterprise (WBE)		$ 65,002,969	$ 240,231,028	$ 305,233,998	7.49%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		$ -	$ -	$ -	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		$ 4,635,338	$ 7,949,858	$ 12,585,196	0.31%
15	Persons with Disabilities Business Enterprise (PDBE)		$ -	$ 8,678	$ 8,678	0.00%
16	8(a)*		$ -	$ -	$ -	0.00%
17	**Total Supplier Diversity Spend**		$ 212,819,501	$ 487,325,117	$ 700,144,618	17.19%
18	Net Procurement**		$ 4,073,928,551			

[1]The Purchase Base and supplier spending dollar amounts shown in the table are derived from a national system and are not limited to Verizon spending for business activity in California and include a California allocation of amounts spent with all relevant suppliers certified with the Clearinghouse.

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 incudes 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.

Direct Procurement by Product and Service Categories:

Supplier Diversity Annual Report and Annual Plan (Direct Spend)

Verizon Communications Inc.	Report Year: 2025	GO 156 Section 9.1.2
Supplier Diversity Direct Procurement Results by Product and Service Categories		

				2025					
				Product		Service		Total	
				$	%	$	%	$	%
1	Minority Male	African American	Direct	$ 15,659,991	0.38%	$ 21,693,095	0.53%	$ 37,353,087	0.92%
2		Asian Pacific American	Direct	$ 1,140,755	0.03%	$ 15,471,904	0.38%	$ 16,612,658	0.41%
3		Hispanic American	Direct	$ 12,391,826	0.30%	$ 24,244,786	0.60%	$ 36,636,612	0.90%
4		Native American	Direct	$ -	0.00%	$ 3,962	0.00%	$ 3,962	0.00%
5		**Total Minority Male**	Direct	$ 29,192,572	0.72%	$ 61,413,747	1.51%	$ 90,606,319	2.22%
6	Minority Female	African American	Direct	$ -	0.00%	$ 15,000	0.00%	$ 15,000	0.00%
7		Asian Pacific American	Direct	$ 18,696,671	0.46%	$ 25,387,526	0.62%	$ 44,084,197	1.08%
8		Hispanic American	Direct	$ -	0.00%	$ 8,475,678	0.21%	$ 8,475,678	0.21%
9		Native American	Direct	$ -	0.00%	$ -	0.00%	$ -	0.00%
10		**Total Minority Female**	Direct	$ 18,696,671	0.46%	$ 33,878,204	0.83%	$ 52,574,875	1.29%
11	Total Minority Business Enterprise (MBE)		Direct	$ 47,889,243	1.18%	$ 95,291,951	2.34%	$ 143,181,194	3.51%
12	Women Business Enterprise (WBE)		Direct	$ 39,393,966	0.97%	$ 25,609,003	0.63%	$ 65,002,969	1.60%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	$ -	0.00%	$ -	0.00%	$ -	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		Direct	$ 586,638	0.01%	$ 4,048,700	0.10%	$ 4,635,338	0.11%
15	Persons with Disabilities Business Enterprise (PDBE)		Direct	$ -	0.00%	$ -	0.00%	$ -	0.00%
16	8(a)*		Direct	$ -	0.00%	$ -	0.00%	$ -	0.00%
17	**Total Supplier Diversity Spend**		Direct	$ 87,869,847	2.16%	$ 124,949,654	3.07%	$ 212,819,501	5.22%

18	Net Procurement**	$	4,073,928,551
19	Net Product Procurement	$	1,908,784,985
20	Net Service Procurement	$	2,165,143,567
21	Total Number of Diverse Direct Suppliers		93

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 incudes 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.

Subcontractor Procurement by Product and Service Categories:

Supplier Diversity Annual Report and Annual Plan (Subcontracting Spend)

Verizon Communications Inc.	Report Year: 2025	GO 156 Section 9.1.2
Supplier Diversity Subcontractor Procurement Results by Product and Service Categories		

				2025					
				Product		Service		Total	
				$	%	$	%	$	%
1	Minority Male	African American	Sub	$ 4,753	0.00%	$ 3,452,217	0.08%	$ 3,456,971	0.08%
2		Asian Pacific American	Sub	$ 49,194,122	1.21%	$ 14,577,579	0.36%	$ 63,771,700	1.57%
3		Hispanic American	Sub	$ 217,835	0.01%	$ 656,496	0.02%	$ 874,332	0.02%
4		Native American	Sub	$ -	0.00%	$ 322,415	0.01%	$ 322,415	0.01%
5		**Total Minority Male**	Sub	$ 49,416,711	1.21%	$ 19,008,707	0.47%	$ 68,425,418	1.68%
6	Minority Female	African American	Sub	$ -	0.00%	$ 196,852	0.00%	$ 196,852	0.00%
7		Asian Pacific American	Sub	$ 118,481,290	2.91%	$ 49,768,725	1.22%	$ 168,250,015	4.13%
8		Hispanic American	Sub	$ 1,862,282	0.05%	$ 400,985	0.01%	$ 2,263,267	0.06%
9		Native American	Sub	$ -	0.00%	$ -	0.00%	$ -	0.00%
10		**Total Minority Female**	Sub	$ 120,343,572	2.95%	$ 50,366,562	1.24%	$ 170,710,134	4.19%
11	Total Minority Business Enterprise (MBE)		Sub	$ 169,760,283	4.17%	$ 69,375,269	1.70%	$ 239,135,552	5.87%
12	Women Business Enterprise (WBE)		Sub	$ 3,058,046	0.08%	$ 237,172,982	5.82%	$ 240,231,028	5.90%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	$ -	0.00%	$ -	0.00%	$ -	0.00%
14	Disabled Veteran Business Enterprise (DVBE)		Sub	$ 7,822,272	0.19%	$ 127,586	0.00%	$ 7,949,858	0.20%
15	Persons with Disabilities Business Enterprise (DBE)		Sub	$ 8,678	0.00%	$ -	0.00%	$ 8,678	0.00%
16	8(a)*		Sub	$ -	0.00%	$ -	0.00%	$ -	0.00%
17	**Total Supplier Diversity Spend**		Sub	$ 180,649,280	4.43%	$ 306,675,837	7.53%	$ 487,325,117	11.96%

18	Net Procurement**	$	4,073,928,551
19	Net Product Procurement	$	1,908,784,985
20	Net Service Procurement	$	2,165,143,567
21	Total Number of Diverse Subcontractors		108

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 incudes 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.

Note: some of the firms counted as diverse subcontractors are also included in the count of diverse direct contractors; this is because these firms acted as both direct and subcontractors to Verizon in 2025 across multiple different contracts

Procurement by North American Industry Classification System (NAICS)codes:

Supplier Diversity Annual Report and Annual Plan

Verizon Communications Inc.	2025	GO 156 Section 9.1.2
	Supplier Diversity Procurement Results by Standard Industrial Classification (SIC) Codes	

NAICS Description	NAICS Code		African American Male	African American Female	Asian Pacific American Male	Asian Pacific American Female	Hispanic American Male	Hispanic American Female	Native American Male	Native American Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total Supplier Diversity Spend	Total Procurement
Mining	Code 21	$	$ 10,450,757	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 10,450,757	$ -	$ -	$ -	$ -	$ -	$ 10,450,757	$ 10,450,757
		%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.26%
Utilities	Code 22	$	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 699	$ -	$ -	$ -	$ -	$ 699	$ 699
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Construction	Code 23	$	$ 661,630	$ -	$ 7,584,234	$ 20,114,345	$ 15,741,005	$ 8,514,918	$ -	$ -	$ 52,616,132	$ 20,887,083	$ -	$ 3,931,208	$ -	$ -	$ 77,434,423	$ 364,526,117
		%	0.18%	0.00%	2.08%	5.52%	4.32%	2.34%	0.00%	0.00%	14.43%	5.73%	0.00%	1.08%	0.00%	0.00%	21.24%	8.95%
Manufacturing - Food, Textiles, and Apparel	Code 31	$	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 234,259,565	$ -	$ -	$ -	$ -	$ 234,259,565	$ 234,296,250
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	99.98%	0.00%	0.00%	0.00%	0.00%	99.98%	5.75%
Manufacturing - Wood, Paper, and Chemicals	Code 32	$	$ -	$ -	$ 330	$ -	$ 1,233,908	$ -	$ -	$ -	$ 1,234,238	$ 68,159	$ -	$ -	$ -	$ -	$ 1,302,397	$ 1,308,764
		%	0.00%	0.00%	0.03%	0.00%	94.28%	0.00%	0.00%	0.00%	94.31%	5.21%	0.00%	0.00%	0.00%	0.00%	99.51%	0.03%
Manufacturing - Metal, Machinery, and Electronics	Code 33	$	$ -	$ -	$ 49,193,792	$ -	$ 713	$ -	$ -	$ -	$ 49,194,505	$ 147,743	$ -	$ -	$ 8,678	$ -	$ 49,350,927	$ 49,399,945
		%	0.00%	0.00%	99.58%	0.00%	0.00%	0.00%	0.00%	0.00%	99.58%	0.30%	0.00%	0.00%	0.02%	0.00%	99.90%	1.21%
Wholesale Trade	Code 42	$	$ 9,745,720	$ -	$ 1,089,963	$ 129,349,196	$ 11,365,926	$ 1,862,282	$ -	$ -	$ 153,413,087	$ 40,891,186	$ -	$ 1,570,126	$ -	$ -	$ 195,874,399	$ 1,276,552,491
		%	0.76%	0.00%	0.09%	10.13%	0.89%	0.15%	0.00%	0.00%	12.02%	3.20%	0.00%	0.12%	0.00%	0.00%	15.34%	31.33%
Retail Trade	Code 44	$	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 1,330,149	$ -	$ 6,838,784	$ -	$ -	$ 8,168,932	$ 8,168,932
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.28%	0.00%	83.72%	0.00%	0.00%	100.00%	0.20%
Transportation	Code 48	$	$ -	$ -	$ -	$ 1,200	$ 2,145,876	$ 361,745	$ -	$ -	$ 2,508,821	$ 26,989	$ -	$ -	$ -	$ -	$ 2,535,809	$ 3,409,518
		%	0.00%	0.00%	0.00%	0.04%	62.94%	10.61%	0.00%	0.00%	73.58%	0.79%	0.00%	0.00%	0.00%	0.00%	74.37%	0.08%
Postal, Courier, and Warehousing	Code 49	$	$ 42,748	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 42,748	$ -	$ -	$ -	$ -	$ -	$ 42,748	$ 600,511
		%	7.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.12%	0.00%	0.00%	0.00%	0.00%	0.00%	7.12%	0.01%
Information	Code 51	$	$ 5,919,024	$ -	$ 50,792	$ 8,153,618	$ 121,601	$ -	$ -	$ -	$ 14,245,035	$ 22,639	$ -	$ -	$ -	$ -	$ 14,267,674	$ 1,146,572,072
		%	0.52%	0.00%	0.00%	0.71%	0.01%	0.00%	0.00%	0.00%	1.24%	0.00%	0.00%	0.00%	0.00%	0.00%	1.24%	28.14%
Finance and Insurance	Code 52	$	$ -	$ -	$ 2,153	$ -	$ -	$ -	$ 259,930	$ -	$ 262,083	$ -	$ -	$ -	$ -	$ -	$ 262,083	$ 11,536,926
		%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	2.25%	0.00%	2.27%	0.00%	0.00%	0.00%	0.00%	0.00%	2.27%	0.28%
Real Estate Rental and Leasing	Code 53	$	$ -	$ -	$ 3,372	$ -	$ -	$ -	$ -	$ -	$ 3,372	$ 100,599	$ -	$ 94,439	$ -	$ -	$ 198,410	$ 135,526,452
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.07%	0.00%	0.07%	0.00%	0.00%	0.15%	3.33%
Professional, Scientific, and Technical Services	Code 54	$	$ 12,783,956	$ 150,000	$ 3,968,750	$ 3,263,099	$ 1,677,413	$ -	$ 3,962	$ -	$ 21,847,180	$ 5,079,146	$ -	$ 150,640	$ -	$ -	$ 27,076,966	$ 586,761,223
		%	2.18%	0.03%	0.68%	0.56%	0.29%	0.00%	0.00%	0.00%	3.72%	0.87%	0.00%	0.03%	0.00%	0.00%	4.61%	14.40%
Administrative and Support and Waste Management and Remediation Services	Code 56	$	$ 362,542	$ 46,852	$ 18,411,296	$ 49,956,805	$ 5,170,559	$ -	$ 62,485	$ -	$ 74,010,539	$ 2,125,644	$ -	$ -	$ -	$ -	$ 76,136,183	$ 221,239,278
		%	0.16%	0.02%	8.32%	22.58%	2.34%	0.00%	0.03%	0.00%	33.45%	0.96%	0.00%	0.00%	0.00%	0.00%	34.41%	5.43%
Educational Services	Code 61	$	$ -	$ 15,000	$ 50,000	$ 5,703	$ -	$ -	$ -	$ -	$ 70,703	$ -	$ -	$ -	$ -	$ -	$ 70,703	$ 3,095,914
		%	0.00%	0.48%	1.62%	0.18%	0.00%	0.00%	0.00%	0.00%	2.28%	0.00%	0.00%	0.00%	0.00%	0.00%	2.28%	0.08%
Health Care and Social Assistance	Code 62	$	$ -	$ -	$ -	$ 80,426	$ -	$ -	$ -	$ -	$ 80,426	$ -	$ -	$ -	$ -	$ -	$ 80,426	$ 82,106
		%	0.00%	0.00%	0.00%	97.95%	0.00%	0.00%	0.00%	0.00%	97.95%	0.00%	0.00%	0.00%	0.00%	0.00%	97.95%	0.00%
Arts, Entertainment, and Recreation	Code 71	$	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 95,694
		%	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%
Other Services (except Public Administration)	Code 81	$	$ 843,680	$ -	$ 29,677	$ 1,409,821	$ 53,943	$ -	$ -	$ -	$ 2,337,121	$ 294,396	$ -	$ -	$ -	$ -	$ 2,631,517	$ 20,304,904
		%	4.16%	0.00%	0.15%	6.94%	0.27%	0.00%	0.00%	0.00%	11.51%	1.45%	0.00%	0.00%	0.00%	0.00%	12.96%	0.50%
	Total	$	$ 40,810,057	$ 211,852	$ 80,384,359	$ 212,334,212	$ 37,510,944	$ 10,738,945	$ 326,377	$ -	$ 382,316,746	$ 305,233,998	$ -	$ 12,585,196	$ 8,678	$ -	$ 700,144,618	$ 4,073,928,551
		%	1.00%	0.01%	1.97%	5.21%	0.92%	0.26%	0.01%	0.00%	9.38%	7.49%	0.00%	0.31%	0.00%	0.00%	17.19%	100.00%

Net Procurement**	$	4,073,928,551

Number of suppliers and revenue reported to the Clearinghouse:

Supplier Diversity Annual Report and Annual Plan

Verizon Communications Inc.	2025	GO 156 Section 9.1.2
Number of Diverse Suppliers and Revenue Reported to the Supplier Clearinghouse		

	Number of Diverse Suppliers Data													
	Revenue Reported to the Supplier Clearinghouse							Utility-Specific 2025 Summary						
Number of Diverse Suppliers	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE	8(a)*	Total	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total
Under $1 million	6	10	-	-	-	-	16	71	73	-	6	1	-	151
Under $5 million	12	14	-	-	-	-	26	8	3	-	-	-	-	11
Under $10 million	10	13	-	-	1	-	24	5	2	-	2	-	-	9
Above $10 million	63	44	-	1	-	-	108	7	3	-	-	-	-	10
Not Available	-	-	-	7	-	-	7	-	-	-	-	-	-	-
Total	91	81	-	8	1	-	181	91	81	-	8	1	-	181

	Revenue and Payment Data													
	Revenue Reported to the Supplier Clearinghouse							Utility-Specific 2025 Summary						
Revenue of Diverse Suppliers	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total
Under $1 million	$ 1,844,748	$ 3,482,438	$ -	$ -	$ -	$ -	$ 5,327,186	$ 20,166,264	$ 14,023,288	$ -	$ 737,775	$ 8,678	$ -	$ 34,936,006
Under $5 million	$ 27,830,861	$ 30,150,085	$ -	$ -	$ -	$ -	$ 57,980,946	$ 15,026,316	$ 4,372,741	$ -	$ -	$ -	$ -	$ 19,399,057
Under $10 million	$ 20,056,743	$ 56,549,924	$ -	$ -	$ -	$ -	$ 76,606,667	$ 36,412,115	$ 13,642,654	$ -	$ 11,847,421	$ -	$ -	$ 61,902,190
Above $10 million	$ 36,772,015,195	$ 4,265,044,518	$ -	$ -	$ -	$ -	$ 41,037,059,713	$ 310,712,051	$ 273,195,314	$ -	$ -	$ -	$ -	$ 583,907,365
Not Available	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Total	$ 36,821,747,547	$ 4,355,226,965	$ -	$ -	$ -	$ -	$ 41,176,974,512	$ 382,316,746	$ 305,233,998	$ -	$ 12,585,196	$ 8,678	$ -	$ 700,144,618

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 incudes purchase orders, non-purchase orders, and credit card dollars.

Totals may not add due to rounding.

Description of number of relevant suppliers with California majority workforce:

1. See chart below for the number of suppliers with a California majority workforce.

Is Majority of Workforce in CA?	Count of CPUC-certified businesses
Yes	54
No	121
Not Available	6
Grand Total	*181*

2. Seventy nine suppliers provided data on the percentage of their employees residing in California; for these seventy nine suppliers, the average percentage of employees residing in California is 27.62%.

3. Verizon does not have information regarding the average percentage of its supplier and subcontractor workforce diversity as this information was not readily available.

GO 156 §9.1.3: An itemization of program expenses.

Supplier Diversity Annual Report and Annual Plan

Verizon Communications Inc.	2025	GO 156 Section 9.1.3
Supplier Diversity Program Expense		

Expense Category	Year (Actual)
Wages	$29,892
Other Employee Expenses	$0
Program Expenses	$32,651
Reporting Expenses	$0
Training Expenses	$0
Consultant Expenses	$0
Other Expenses	$0
Total	**$62,543**

The table above represents program expenses from Verizon's external affairs and supply chain organizations.

*Note: the wages entry reflects the supply chain department wages only. External affairs department wages are not reflected above.

GO 156, § 9.1.4: Description of progress in meeting or exceeding CPUC goals and results compared to CPUC goals.

In 2025, Verizon spent 17.19% of its procurement dollars with relevant suppliers.

Minority Business Enterprises (MBE)

MBE purchases accounted for $382.3. million of total purchases in 2025. This resulted in a 9.38%% MBE spend. While this purchase value is lower relative to 2024, this reduction is fully explained by the shift of a major supplier from MBE certification in 2024 to only possessing WBE certification in 2025; this supplier accounts for approximately $234M in 2025 spend.

Women Business Enterprises (WBE)

WBE purchases accounted for $305.2 million of total purchases in 2025. This resulted in a 7.49% WBE spend, exceeding the CPUC's goal. Moreover, the overall spend with minority women combined with WBEs is 12.97%.

Disabled Veteran Business Enterprises (DVBE)

DVBE purchases accounted for $12.6 million of total purchases in 2025. This resulted in a 0.31% DVBE spend, representing a 3x improvement over 2024 results.

Lesbian, Gay, Bisexual, and Transgender Business Enterprises (LGBTBE)
Verizon did not report any LGBTBE purchases in 2025. Though Verizon has maintained its purchasing relationship with the LGBTBE suppliers responsible for LGBTBE spend in 2024, these suppliers no longer have an active LGBTBE certification with the CPUC. Verizon sponsored the 2025 NGLCC California Certification Growth Initiative in order to grow education and visibility around LGBTBE-certification moving forward.

Supplier Diversity Annual Report and Annual Plan

Verizon Communications Inc.	2025	GO 156 Section 9.1.4
Supplier Diversity Procurement Results Compared to Set Goals		

Category	2025 Result %	2025 Goal %
Minority Male Business Enterprise	3.90%	N/A
Minority Female Business Enterprise	5.48%	N/A
Minority Business Enterprise (MBE)	9.38%	15%
Women Business Enterprise (WBE)	7.49%	5%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	1.50%
Disabled Veteran Business Enterprise (DVBE)	0.31%	1.50%
Persons with Disabilities Business Enterprise (DBE)	0.00%	0%
Total	17.19%	23%

NOTE:
% - Percentage of Net Procurement.

GO 156, § 9.1.5: Description of prime contractors utilization of relevant subcontractors
Summary of prime contractors utilization of relevant subcontractors.

Verizon operates a robust multi-tier spend program that encourages partnership and collaboration between our prime suppliers and small suppliers. Verizon encourages its suppliers to make good faith efforts to engage small business subcontractors, large percentages of which are diverse and veteran-owned businesses.

Verizon is currently developing initiatives to further ensure utilization of small business subcontractors. These initiatives include establishing minimum percentage commitments for small business subcontractor utilization in prime supplier contracts, inviting Small Business Supplier Accelerator participants who have reached a high level of readiness to participate in matchmaking opportunities with prime suppliers, and providing public recognition and award opportunities to prime suppliers who demonstrate leadership and success in working with small business suppliers.

Prime suppliers are directed to report their relevant subcontracting spend. Prime suppliers reported second tier spend with relevant suppliers in the following categories:

Supplier Diversity Annual Report and Annual Plan

Verizon Communications Inc.	2025	GO 156 Section 9.1.5

Summary of Diverse Contractor Utilization

Total Prime Contractor Utilization of Diverse Subcontractors

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total Supplier Diversity Spend
Direct $	$ 90,606,319	$ 52,574,875	$ 143,181,194	$ 65,002,969	$ -	$ 4,635,338	$ -	$ -	$ 212,819,501
Sub $	$ 68,425,418	$ 170,710,134	$ 239,135,552	$ 240,231,028	$ -	$ 7,949,858	$ 8,678	$ -	$ 487,325,117
Total $	$ 159,031,737	$ 223,285,009	$ 382,316,746	$ 305,233,998	$ -	$ 12,585,196	$ 8,678	$ -	$ 700,144,618
Direct %	2.22%	1.29%	3.51%	1.60%	0.00%	0.11%	0.00%	0.00%	5.22%
Sub %	1.68%	4.19%	5.87%	5.90%	0.00%	0.20%	0.00%	0.00%	11.96%
Total %	3.90%	5.48%	9.38%	7.49%	0.00%	0.31%	0.00%	0.00%	17.19%

Net Procurement **	$ 4,073,928,551

In-State Prime Contractor Utilization of Diverse Subcontractors (California Domiciled)

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Veteran Business Enterprise (DVBE)	Disabilities Business Enterprise (DBE)	8(a)*	Total Supplier Diversity Spend
In-State Direct $	$ 36,144,371	$ 28,599,961	$ 64,744,332	$ 15,735,929	$ -	$ 4,635,338	$ -	$ -	$ 85,115,599
In-State Sub $	$ 52,537,647	$ 167,861,832	$ 220,399,479	$ 237,144,229	$ -	$ 7,949,858	$ -	$ -	$ 465,493,566
Total $	$ 88,682,018	$ 196,461,793	$ 285,143,811	$ 252,880,158	$ -	$ 12,585,196	$ -	$ -	$ 550,609,165
In-state direct %	0.89%	0.70%	1.59%	0.39%	0.00%	0.11%	0.00%	0.00%	2.09%
In-state sub %	1.29%	4.12%	5.41%	5.82%	0.00%	0.20%	0.00%	0.00%	11.43%
Total %	2.18%	4.82%	7.00%	6.21%	0.00%	0.31%	0.00%	0.00%	13.52%

Net Procurement **	$ 4,073,928,551

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 incudes purchase orders, non-purchase orders, and credit card dollars.

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

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.

Supplier Diversity Annual Report and Annual Plan

Verizon Communications Inc.	2025	GO 156 Section 9.1.5
New Diverse Prime and Subcontractor Utilization		

Category	New Prime Contractors #	New Subcontractors #
Minority Male Business Enterprise	7	18
Minority Female Business Enterprise	5	9
Total Minority Business Enterprise (MBE)	12	27
Women Business Enterprise (WBE)	11	23
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0	0
Disabled Veteran Business Enterprise (DVBE)	0	1
Persons with Disabilities Business Enterprise (DBE)	0	0
8(a)	0	0
Total	23	51

Note: There are 4 new businesses that are both primes and subcontractors; these 4 are double-counted in this table. The total number of unique new businesses is 70.

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 incudes purchase orders, non-purchase orders, and credit card dollars.

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

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

GO 156, § 9.1.6: List of complaints received and current status

Verizon is proactive in resolving issues that arise as a result of direct or subcontracting relationships. There were no complaints filed with the Clearinghouse in 2025.

GO 156, § 9.1.7: Description of efforts to recruit suppliers in low utilization categories

Verizon attended various events with and engaged in outreach with small businesses across a wide variety of sectors.

GO 156, §9.1.9: Description of activities and progress in power (energy) procurement; Results in power (energy) procurement

Verizon will comply with the requirements specified in GO 156.

GO 156, §9.1.11: Description of activities and progress in fuel procurement; Results in fuel procurement.

This section does not apply to Verizon.

GO 156, §10.1.1: Short, mid and long term procurement goals

Section 10 of GO 156 requires utilities to discuss their plans for expenditures for the next reporting year. Verizon's plan is set forth below as follows: Verizon will not set its own GO 156 goals, but it will incorporate the Commission's GO 156 minimum goals (set forth in GO 156, Section 8.2) below and will report its expenditures against these minimum goals.

Supplier Diversity Annual Report and Annual Plan

Verizon Communications, Inc.	2025	GO 156 Section 10.1.1
Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals		

	Short-Term 2025						Mid-Term 2025						Long-Term 2025					
NAICS Code Product	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal
Code 32	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%
Code 33	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%
Code 42	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%
Code 44	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%
Code 51	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%
Subtotal	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%

	Short-Term 2025						Mid-Term 2025						Long-Term 2025					
NAICS Code Service	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal
Code 21	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%
Code 22	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%
Code 23	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%
Code 31	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%
Code 48	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%
Code 49	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%
Code 52	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%
Code 53	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%
Code 54	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%
Code 56	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%
Code 61	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%
Code 62	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%
Code 71	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%
Code 81	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%
Subtotal	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%
Total	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%	15.00%	5.00%	1.50%	1.50%	0.00%	23.00%

NOTE:
Percentages show are out of Total Procurement for each NAICS Code, not Net Procurement.

NAICS Code:	Description:
Code 21	Mining
Code 22	Utilities
Code 23	Construction
Code 31	Manufacturing - Food, Textiles, and Apparel
Code 32	Manufacturing - Wood, Paper, and Chemicals
Code 33	Manufacturing - Metal, Machinery, and Electronics
Code 42	Wholesale Trade
Code 44	Retail Trade
Code 48	Transportation
Code 49	Postal, Courier, and Warehousing
Code 51	Information
Code 52	Finance and Insurance
Code 53	Real Estate Rental and Leasing
Code 54	Professional, Scientific, and Technical Services
Code 56	Administrative and Support and Waste Management and Remediation Services
Code 61	Educational Services
Code 62	Health Care and Social Assistance
Code 71	Arts, Entertainment, and Recreation
Code 81	Other Services (except Public Administration)

GO 156, §10.1.2: Description of program activities planned for the next calendar year.

PLANNED PROGRAM ACTIVITIES FOR 2026

Internal
We will maintain our emphasis on building an inclusive supply chain and fostering strong partnerships, collaboration, training and communication, particularly among small businesses. We will:

- Strategically partner and collaborate with sourcing, business stakeholders, and prime suppliers to develop and implement strategies to increase engagement with small and local suppliers; these strategies will include:
    - Establishing minimum percentage commitments for small business subcontractor utilization in prime supplier contracts,
    - Providing public recognition and award opportunities to prime suppliers who demonstrate leadership and success in working with small business suppliers, and
    - Working with business stakeholders to identify opportunities to incorporate more small businesses into contracts

- Implement faster payment terms, modified insurance requirements, and adjusted indemnification requirements for small businesses,
- Maintain a database of highly qualified, trained small businesses, including diverse and veteran-owned businesses, from which Verizon teams and prime suppliers can search for small business subcontractors that have the relevant expertise needed for their opportunities,
- Engage business stakeholders and strategic partners that may impact the utilization of small, local and diverse suppliers in California,
- Conduct education and awareness training sessions with teams across the business,
- Monitor, review, analyze data and track progress in achieving GO 156 goals,
- Support and coach suppliers to build on their successes and provide constructive feedback to improve business opportunities,
- Monitor results and work closely with prime suppliers on their good faith efforts to meet their tier 2 spend goals and expand areas of opportunity, and
- Collaborate with business teams across the enterprise to determine growth opportunities and business model changes that may impact GO 156 spend.

GO 156, §10.1.2: Description of program activities planned for the next calendar year

External

Verizon will continue to partner with community organizations that advocate for and are dedicated to helping suppliers accelerate business development and growth. We will engage with organizations to provide suppliers with access to capital, supplier development programs, and business connections that enable a wide range of businesses to thrive in the digital economy. Among other things, Verizon has provided the California Emerging Technology Fund (CETF) funding to conduct outreach to small businesses and increase awareness of Verizon's Small Business Supplier Accelerator and Small Business Digital Ready programs. We will attend local small business fairs to provide information to such businesses in California.

Verizon plans to engage in the following activities:

- Partner with the CA Small Business Development Center Foundation, LISC, CETF, CalAsian Chamber of Commerce, the California African American Chamber of Commerce, the California Hispanic Chamber of Commerce, Disability:IN, the National LGBT Chamber of Commerce, the National Veteran Business Development Council, and other regional partner organizations and local chambers to conduct outreach in order to promote the Small Business Supplier Accelerator program and funnel participants; outreach will further include workforce investment boards, community colleges, and relevant state workforce development programs to notify them about the Small Business Supplier Accelerator program and engage their assistance in

expanding outreach beyond the chambers of commerce with which Verizon has historically worked

- Provide tailored offerings (online training and webinars, mentorship and peer coaching, and opportunity matchmaking) direct to small businesses based on their existing capabilities,
- Invite Small Business Supplier Accelerator participants who have reached a high level of readiness to participate in matchmaking opportunities - either as a direct supplier or a subcontractor to a prime contractor; participants who participate in the matchmaking/mentorship will have access to a platform that will list current supplier opportunities and also tie back to the Small Business Digital Ready program,
- Monitor whether Small Business Supplier Accelerator program participants are matching with potential opportunities, being invited to participate in contracting and subcontracting bids, and ultimately becoming Verizon suppliers to ensure outreach efforts are effective
- Help eligible businesses gain access to capital to assist in funding the growth of their businesses through our Small Business Supplier Accelerator platform
- Participate in community partners' forums, panels and workshops to make valuable business connections with a wide range of suppliers, to drive the importance of a robust supply chain and to support economic parity in the communities we serve,
- Encourage relevant suppliers to maintain CPUC certifications and to enter and update their profiles in our supplier registration database, and
- Continue close partnership and collaboration with Verizon's Small Business Digital Ready initiative. We will continuously assess content to ensure we serve the needs of relevant businesses.

GO 156, §10.1.3: Plans for recruiting suppliers in low utilization categories

Verizon will engage with local community partners and other organizations to expand its outreach to small businesses. Among other things, Verizon will:

- Partner with internal sourcing and business stakeholders to identify opportunities to further include small business suppliers,
- Meet quarterly to engage with state and local California Chambers of Commerce and State Labor and Workforce Development Boards regarding procurement, as well as workforce development, and recruitment,
- Engage with our community partners on initiatives dedicated to supporting business development and growth in all the communities Verizon serves,

- Engage with prime suppliers in low utilization categories to encourage good faith efforts to engage with small business suppliers,
- Participate in CPUC's Small and Diverse BusinessExpos and En Banc,
- Continue to assess procurement categories to include qualified small business suppliers in strategic sourcing opportunities, and
- Offer faster payment terms, modified insurance requirements, and adjusted indemnification requirements to small business suppliers to make Verizon contracts more accessible for small businesses.

GO 156, §10.1.4: Plans for recruiting suppliers where unavailable

We will:

- Engage in relevant forums and with community partners to identify small business suppliers in currently unavailable areas,
- Attend annual conferences and connect with community partners in engaging small businesses to participate in the Small Business Supplier Accelerator throughout the year,
- Participate in CPUC's Small and Diverse Business Expo and En Banc,
- Drive awareness of Verizon's Small Business Digital Ready initiative to support small business growth,
- Provide training, capacity-building, and mentorship and peer coaching opportunities to small businesses to help them develop toward contract-readiness with large companies through the Small Business Supplier Accelerator program. As a nation-wide program, the Small Business Supplier Accelerator can drive the growth of high-potential small businesses in nearby states for potential expansion into California.

GO 156, §10.1.5: Plans for encouraging prime contractors to subcontract with relevant suppliers.

Verizon operates a robust multi-tier supplier spend program that encourages partnership and collaboration between our prime suppliers and small suppliers. Verizon also encourages its suppliers to make good faith efforts to engage with small business subcontractors, a significant number of which are diverse, veteran-owned, and disabilities-owned businesses. Sourcing, key internal business stakeholders, and the Small Business Supplier Accelerator team work closely together to ensure prime suppliers comply with reporting tier 2 spend in accordance with their underlying contract.

We offer support to guide prime suppliers in developing a supply chain that includes a list of best practices for prime suppliers.

Verizon will implement initiatives to further ensure utilization of small business subcontractors. These initiatives include establishing minimum percentage commitments for small business subcontractor utilization in prime supplier contracts, inviting Small Business Supplier Accelerator participants who have reached a high level of readiness to participate in matchmaking opportunities with prime suppliers, and providing public recognition and award opportunities to prime suppliers who demonstrate leadership and success in working with small business suppliers.

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

Verizon will comply with the General Order 156 program guidelines through our strategies, programs and initiatives.