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March 4, 2019

Alice Stebbins
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Subject: General Order 156 Annual Report and Plan for AT&T California, AT&T Long Distance, AT&T Corp., and AT&T Mobility

Executive Director Stebbins,

AT&T California herein submits its GO 156 Supplier Diversity Annual Report for 2018 and Annual Plan for 2019 for the AT&T companies listed above.

Electronic submission of this report is also being sent today to CPUC Supplier Diversity Program Supervisor, Ms. Stephanie Green. Three paper copies are also being sent to the CPUC Service Desk at 505 Van Ness Avenue.

If you and/or your staff have any questions regarding this report, please feel free to contact me as noted above.

Respectfully,

A handwritten signature in black ink that reads "Brenda J. Clark".

Attachment

cc: stephanie.green@cpuc.ca.gov

AT&T



**AT&T Global Supplier Diversity
2018 Annual Report
2019 Annual Plan**

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Letter from Rhonda Johnson, President of AT&T California



At AT&T we are extremely proud of our world-class Supplier Diversity program, and our efforts to support the economic advancement of diverse companies and local communities.

We eagerly accept our leadership position and our responsibility to foster diversity within our corporate supply chain.

Our work with minority-, women-, disabled-veteran, and LGBT-owned businesses is embedded in our company's core values, because we know diverse businesses bring innovative ideas and play a critical role in serving our customers.

AT&T reached a milestone in 2018, celebrating 50 years of including diverse vendors into our supply chain. AT&T believes a diverse supply chain enriches our corporate culture by bringing different perspectives, skills and innovation that enhance the AT&T brand.

I am pleased to share that in 2018, AT&T's diversity spend in California totaled \$1.8 billion, an increase of more than 6% from the previous year. As detailed in our report, our diversity spend increased by \$104 million from 2017 to 2018, with our direct Tier-1 spend with diverse suppliers growing year over year by \$49 million. We have once again exceeded the GO156 Supplier Diversity goal with an overall AT&T supplier diversity percent of 22.9%. This is an improvement over last year's results, thanks to a higher increase in diversity spend compared to overall spend.

AT&T is the story of people from all walks of life coming together to improve how we interact with the world around us. Today, our company is at the center of the highly competitive technology and entertainment sectors. As we look towards the future, delivering newer and better services to our customers, we continue to seek more opportunities to partner with California's diverse suppliers.

Our Supplier Diversity Team is continually working to enhance our programs and initiatives. And we remain committed to promoting, increasing, and improving the overall participation of diverse-owned businesses, because for over 50 years, we have recognized and demonstrated that it helps improve our communities and helps make us a stronger company.

Sincerely,

A handwritten signature in black ink that reads "Rhonda J. Johnson". The script is fluid and cursive.

Rhonda Johnson

President of AT&T California

In accordance with California Public Utilities Commission (CPUC) General Order 156, AT&T submits its report on the procurement of goods and services from women, minority, service-disabled veteran, and lesbian, gay, bisexual and transgender business enterprises (W/M/DV/LGBT). AT&T's Global Supply Chain organization administers the Supplier Diversity program for all AT&T subsidiaries (herein referred to as "AT&T"). This report includes results for AT&T California (U 1001 C), AT&T Long Distance (U 5800 C), AT&T Corp. (U 5002 C) and collectively New Cingular Wireless PCS, LLC (U 3060 C), AT&T Mobility Wireless Operations Holdings, Inc. (U 3021 C), and Santa Barbara Cellular Systems, Ltd. (U 3015 C), dba AT&T Mobility.

AT&T's report includes Supplier Diversity procurement spend results, key initiatives and achievements for the period of January 1, 2018, through December 31, 2018. Also included is AT&T's 2019 Supplier Diversity Annual Plan.

Prologue

50 Year Anniversary

AT&T reached a milestone in 2018, celebrating 50 years of its Supplier Diversity initiative. AT&T was one of the first companies to initiate a formal corporatewide supplier diversity program, starting with the establishment of its Minority Business Enterprise (MBE) Program. This program has evolved over the last five decades to include Women-owned, Service Disabled-owned and most recently LGBTQ-owned businesses. Our total spend with all diverse firms since 1968 has exceeded \$158 billion.

AT&T's continuing commitment to and engagement with the diverse business community is based on the concept that diverse businesses bring unique skills, innovation and diversity of ideas to AT&T. AT&T recognizes that these businesses help AT&T deliver world-class products and services to our customers.

Overview – AT&T Procurement

AT&T Total Combined Companies 2018 Annual CPUC Filing			
AT&T	Total Spend \$	Supplier Diversity Spend \$	Diversity %
AT&T California	\$2,418,352,649	\$739,691,217	30.6%
AT&T Mobility - California	\$4,823,792,011	\$898,830,802	18.6%
AT&T Communications of California*	\$629,247,561	\$162,394,104	25.8%
AT&T Long Distance - California	\$37,118,809	\$11,306,492	30.5%
Totals	\$7,908,511,031	\$1,812,222,615	22.9%
<i>*Note: AT&T Communications CA includes spend for AT&T Teleport, a registered AT&T company.</i>			

In 2018 AT&T continued to identify minority suppliers. AT&T diversity spend totaled \$1.8B for 2018, compared to \$1.7B in 2017. Direct (Tier-1) spend with diverse suppliers grew year over year by \$49M while sub-contracting (Tier-2) spend increased by \$55M, which represents over \$104M in additional spend with CPUC qualified diverse suppliers. The overall AT&T supplier diversity percent was 22.9%, which is above goal and represents an improvement compared to last year's results.

At the subsidiary level, all four GO156-reporting companies in California experienced higher supplier diversity percentages compared to 2017. AT&T CA, AT&T Long Distance, and AT&T Communications each exceeded the 21.5% goal. Although AT&T Mobility experienced a 1.6% year over year increase, as reported in previous filings, AT&T Mobility's diversity spend and attainment percentage remains hampered by purchasing of wireless devices, which represent over 55% of overall affiliate purchases. These devices are designed, developed, and manufactured outside of the United States and have controlled, limited and very non-diverse distribution channels that are out of AT&T's control.

In terms of overall spend, AT&T CA experienced a moderate decline; however, it achieved a higher supplier diversity percentage attainment. This was driven by overall spend reduction in

AT&T California and the relatively smaller size of wireline services in our business model. AT&T Mobility's total spend increased by \$230M while its diversity spend increased by \$116M.

AT&T Global Supplier Diversity Program

The core tenet of the AT&T Supplier Diversity Program continues to reflect our mission of promoting, increasing and improving the overall participation of minority-, women-, service-disabled veteran- and LGBTQ-owned business enterprises by purchasing their materials and services. We also encourage subcontracting opportunities for these businesses by requiring supplier diversity participation from prime suppliers. During 2018, we refreshed our Supplier Diversity program to expand our focus on the economic impact of Supplier Diversity within diverse communities. As a result, we included additional pillars to stimulate diverse business spend, expand diversity employment and job growth and improve educational opportunities for diverse businesses and their employees. The new focus areas include:

1. Expanding the measurement of supplier diversity with Tier 1 and Tier 2 suppliers by doing business with suppliers who value employee diversity in their own businesses.
2. Investing in educational initiatives that help diverse suppliers enhance their technology-related training for their employees.
3. Developing business fostering programs to enhance supplier advocacy, create business think tanks and grow the number of businesses utilized.

AT&T Supplier Diversity Organization and Team

Supplier Diversity Program Managers are dedicated to working with our sourcing teams and business units to identify specific areas of opportunity and include diverse businesses in competitive bids. In addition, our robust supplier program ensures that diverse suppliers are identified, considered and mentored throughout the sourcing process. Our program leadership and support are comprised of the following resources:

Jalayna Bolden, Director

Ms. Bolden is responsible for the successful execution of AT&T Supplier Diversity Program and its team. She is responsible for leading her team's efforts to achieve AT&T's supplier diversity progress and corporate goal attainment with our corporation's leadership and internal clients. She has direct oversight across all elements of the Supplier Diversity Program including the Prime Supplier Program, data analysis and reporting, and Diversity & Inclusion collaboration. Additionally, Ms. Bolden is the lead advocate for the program's external stakeholder relationships.

Stephanie Lindsly, Associate Director

Ms. Lindsly manages the AT&T Supplier Advocate team which is tasked with implementing our internal program strategy in collaboration with AT&T Business Units, sourcing teams and AT&T Prime Suppliers across each commodity area. Ms. Lindsly ensures that our team has close alignment with internal clients to identify new opportunities and our prime suppliers to drive tier 2 subcontracting engagement.

Lisa Castillo, Senior Manager, Western Region

Ms. Castillo is responsible for outreach and stakeholder relationships for the AT&T Supplier Diversity Program in California, Arizona, Nevada, Washington and Colorado. Ms. Castillo serves as AT&T's representative on diversity business boards and associations in the region, and also serves as the Supplier Diversity regional lead for outreach activities and CPUC events to promulgate AT&T's priorities and key program initiatives. The constituency includes local MBE/WBE Councils, LGBT Chambers, Disabled Veterans business and Small Business organizations.

Supplier Advocates

The Supplier Advocate Team works with current diverse suppliers to ensure that they maintain optimum exposure for new opportunities and works closely with internal sourcing teams on RFP opportunities and projects across all AT&T procurement commodity areas. The team advocates

with internal business units to promote diverse supplier visibility and reinforce key priorities to drive diverse supplier utilization. This team also ensures that our current diverse suppliers are provided opportunities to participate in training and mentoring opportunities.

Diversity Champions

Diversity Champions are responsible for performing external outreach and maintaining relationships with supplier diversity advocacy organizations. This team is the front line for identifying prospective diverse suppliers that can be referred to internal business opportunities and to our prime suppliers. The team participates in business matchmakers and produces Supplier Diversity outreach events.

9.1.1 Description of Supplier Diversity Program Activities

Internal Initiatives

e-Procurement Enhancements

During 2018, AT&T enhanced its current procurement system which provides electronic notification to the Supplier Diversity team when requests for proposals (RFPs) are being prepared. The notifications provide an opportunity for the team to identify current and prospective suppliers that meet the sourcing requirement. The notification process allows for more efficient and time-effective referrals, and system enhancements are instrumental in ensuring that diverse business inclusion remains an ongoing priority.

Technical Assistance

In 2018, the AT&T Supplier Diversity team provided Technical Assistance and Capacity Building support for our diverse businesses. We invested nearly \$1 million for these programs.

AT&T also provides access to business programs and conferences for diverse businesses. We provide access to hundreds of businesses to connect with AT&T Supplier Diversity at California events that were free or available at a nominal fee to suppliers. The Technical Assistance and Capacity Building activities and events offered during 2018 included seminars, workshops and

plenary sessions on business growth, development and success. AT&T's activities and events for 2018 are described below.

Supplier Portal

AT&T Supplier Diversity's Prime Supplier Program (PSP) was enhanced with the development of our supplier engagement portal *Virtual Matchmaking on Demand (VMOD)*. Unique to our industry, this software solution's ideation was to accelerate pairing diverse suppliers' capabilities with the needs of AT&T prime suppliers through the power of data analytics. This service reduced the initial time invested in sourcing potential MBE candidates and the need for face-to-face meetings.

The VMOD portal continues to evolve and grow. 2018 reported results were:

- 213 Prime Suppliers and 1003 Diverse Suppliers Registered
- California-based businesses represent nearly 20% of all VMOD Portal businesses.
- System has created almost 15,000 category matches, increasing the potential for Tier-2 contracts.

External Initiatives

AT&T Supplier Diversity conducts extensive outreach each year to identify diverse businesses in multiple business categories and geographical locations. We understand that diverse businesses add value to our company through their innovation and fresh ideas. By identifying and promoting diverse businesses, we're able to deliver world-class products and services that meet our customers' needs. Examples of our 2018 California Outreach included the following events:

Women Business Enterprises (WBE) Events

National Association of Women Business Owners (NAWBO) California consortium selected AT&T to lead a special session at their annual "**2018 Propel Your Business Conference**" in Sacramento, California. Lisa Castillo moderated a panel discussion in collaboration with California women business owners regarding technology disruption. The CEOs shared best

practices on how technology helped amplify their companies' business processes, enhance operational infrastructure, and elevate their value to corporations.

Women's Business Enterprise Council (WBEC) Pacific hosted a California Economic Development Summit at the Federal Reserve Bank of San Francisco on July 18, 2018. The focus of the Summit was to join technology experts with Women Business Enterprises (WBE) to share current trends that are impacting entrepreneurs in today's market. AT&T kicked off the panel "*Making Technology Work for You*," providing expertise in supply chain management and digital transformation. The day-long event hosted over 100 attendees during the Summit.

Minority Business Enterprise (MBE) Events

AT&T was the host venue for the **Western Regional Minority Supplier Development Council (WRMSDC)** 40th Anniversary of Minority Engagement. The Annual *Back in Black Fundraiser & Black-Tie Awards Gala* took place on May 18, 2018, at AT&T's San Ramon, CA, campus. The event included Fortune 500 companies, community-based organizations and minority business enterprises from the Council's Western Region. The annual event celebrates diverse businesses and corporations that demonstrated outstanding leadership within supplier diversity and minority business excellence.

California Public Utilities Commission (CPUC) Business Expos

On November 1, 2018, AT&T participated in the CPUC's Northern California Small Business Expo at AT&T's San Ramon, CA, campus. Working with CPUC Business & Outreach Community staff, AT&T's Lisa Castillo and other California utility company representatives co-moderated the session panel "*How to Navigate Procurement Opportunities with Utility Companies*." AT&T invited one of our prime suppliers and an MBE marketing agency to participate in the second panel "*Tips for Doing Business with Utility Companies*." The Expo attracted nearly 400 participants with 48 corporate vendor tables and generated dozens of leads for the AT&T supplier diversity team.

LGBT Events

In March 2018, AT&T participated in the **Western Business Alliance's LGBT Economic Summit**, hosted by the **Golden Gate Business Association** (GGBA), which included members from 21 LGBT Chambers of Commerce throughout the western United States. The conference focused on community issues such as: Removing Barriers to Economic Prosperity for the Transgender Community, Access to Capital, the needs of LGBT millennials, leveraging disruptive technologies and LGBT homelessness. The Summit gathered nearly 800 business leaders, which included dignitaries such as the San Francisco Mayor, the California Secretary of State, and CPUC Commissioners and representatives from many Fortune 100 corporations.

AT&T was a corporate sponsor of the **2018 National LGBT Chamber of Commerce** (NGLCC) annual business conference in Philadelphia, PA. The NGLCC, which is the largest global LGBT advocacy/certification agency, attracted more than 1,300 LGBT business owners, community leaders and corporate executives for this conference.

AT&T's participation included:

- Panelist for a workshop entitled "Working with California Utilities"
- Participation in the 2018 NGLCC Mentorship Graduation – AT&T mentored a California based security firm
- Served as a mentor for the 2019 NGLCC Mentorship Program – for a California based marketing agency
- Served as a keynote speaker during the Biz Pitch contest; AT&T coached the \$50,000 contest winner
- Participated in the Business Matchmaking
- Conference exhibitor
- Coordinated strategic meetings with community leaders and other prospective suppliers

Disabled Veteran Conferences

AT&T is dedicated to supporting military personnel, veterans and their families. The company has made it a business priority to recruit veterans for AT&T jobs - *AT&T set an eight-year goal*

to hire 20,000 veterans by 2020,¹ as well as remaining equally committed to its 1.5% spend goal with disabled veteran businesses.

The **U.S. Veteran Business Alliance** (USVBA) executed their annual “Keeping the Promise” (KTP) program May 8-9, 2018, in San Diego, California. AT&T has been a long-standing supporter of the USVBA for more than two decades. Last year’s program, themed *Cracking the Code for Business Success*, gathered hundreds of business professionals from around the country, providing robust platforms to connect. AT&T participated in the 2018 conference by serving as a panel speaker, a judge for the Pitch Contest, and a participant in the Business Matchmaking session.

The Northern California **Elite DVBE Chapter** enlisted AT&T to spearhead their third annual small business conference on October 16, 2018, in San Ramon. The event, “*Veterans on the Move*,” was designed to educate and connect veterans with corporate and government agencies in the region. A series of special guests and sponsors contributed throughout the day. AT&T’s Chapter President from the Veteran Employee Resource Group shared the company’s mission in supporting veteran causes, Prime suppliers from AT&T and the *Highspeed Rail* project articulated upcoming contracting opportunities, and a Sourcing Executive from *Comcast* outlined important company initiatives. The day concluded with a business Fast-Pitch contest, awarding first through fourth place winners.

Category Advancements- Marketing & Advertising

After years of dedicating resources to advance contracts awarded with marketing and advertising MBEs, AT&T Supplier Diversity has moved the **marketing & advertising category** from “underutilized” (9.1.8) to reporting our continued year-over-year advancements with the small business community.

¹ AT&T Issue Brief, “[Supporting Our Troops](#)” Brief.

Collaboration between the AT&T Media team and AT&T ad agencies resulted in regular supplier positioning, strategy discussions and follow-ups to ensure that minority inclusion remained a priority with key decision makers. Cooperation between stakeholders produced year-over-year successes, almost doubling the diverse spend in this space.

Our advertising and marketing prime suppliers were engaged with minority suppliers to expand diversity inclusion. Our team successfully on-boarded six additional agencies into AT&T's Prime Supplier Program, which led to over \$1M in incremental spend across five California-based suppliers. Expansion efforts facilitated the progression in MBE engagement opportunities and generated new contracts with 25 California-based businesses across all agencies through November 2018.

AT&T garnered measurable success with Tier-2 contracts awarded, producing a 14% year-over-year spend increase in the advertising category.

California-based diverse businesses received several contracts in 2018 in this area. Examples include:

- **\$740K**- additional projects awarded to WBE printing company
- **\$5.4M**- WBE experiential/activations company for multiple programs
- **\$2.2M**- additional media programs to an MBE media company
- **\$10.5M**- advertising services with an MBE creative company

AT&T will continue to allocate dedicated resources and is committed to explore, embrace, and expand Advertising and Marketing engagements to drive awards to minority vendors.

AT&T Prime Supplier Program

For nearly 30 years the AT&T Prime Supplier Program (PSP) has been instrumental in helping our prime suppliers increase the use of minority-, women-, service disabled veterans-, and LGBT-certified businesses for corporate contracting opportunities. Program managers worked with prime suppliers to set subcontracting goals, encourage formal plans, and recommend solutions

for improving minority contracting opportunities. AT&T Supplier Diversity tracked prime suppliers' monthly performance and results and addressed trends of vendors underperforming by implementing action plans to help drive minority utilization.

AT&T awarded \$324 million in subcontracting to California M/W/DV/LGBT businesses in 2018. Additional program achievements for the year were:

- \$2.2 billion in AT&T national Tier-2 contracts awarded to diversity vendors
- Reported diverse subcontracts results increased almost by 50 percent
- Over 300 AT&T contract managers received enhanced training to ensure that agreements included diversity subcontracting utilization language
- Twenty-eight prime suppliers exceeded AT&T's 21.5% minority inclusion goal
- Six primes were recipients of the *AT&T Diversity Excellence Award* for outstanding achievement in supporting community engagements, business memberships and VMOD utilization

AT&T Educational Programs

AT&T continues efforts on making meaningful and measurable contributions to the economic growth of diverse companies, including offering executive level education and mentorship programs. In 2018, AT&T provided scholarships to 13 diverse companies. Several California-based companies were recipients of the scholarships to attend education programs to stimulate business growth strategies and improve business performance and sustainability. Program examples include:

- **Tuck – WBENC Executive Program at Dartmouth College.**

This program offered a six-day intensive experience focused on WBE skill development to increase business capacity, operations, and leadership. Participants examined their businesses as case studies throughout the week and applied core business concepts through real-world applications.

- **AT&T Business Growth Acceleration Program (BGAP)**

BGAP is an AT&T-sponsored education and mentoring program led by ThrivePoint Programs. The 5-month program provides diverse CEO participants exposure to training for financial planning strategies, effective marketing, and enhanced employee engagement and how to develop a solid business plan. In addition, mentees regularly met with a designated mentor to assist with developing a viable and sustainable growth strategy. Following rigorous program guidelines, participants were provided an opportunity to present their capabilities and finalized business plan to AT&T executives and sourcing leaders at AT&T Headquarters in Dallas, Texas. Two California-based suppliers were selected to participate in 2018.

Supplier Diversity Recognition

In 2018, AT&T Supplier Diversity was acknowledged by several diverse business advocacy organizations for our world-class initiatives. AT&T celebrates our accomplishments and continues to strive toward making meaningful impacts in our communities. Highlights from select California and National awards included:

- National Gay & Lesbian Chamber of Commerce - Best-of-the-Best Award Corporation for Inclusion
- National Minority Supplier Development Council - Corporation of the Year Award
- United States Hispanic Chamber of Commerce - Million Dollar Club Award
- Black EOE Journal – AT&T selected for Top Supplier Diversity Programs (#6)
- DiversityInc – Honored AT&T & CEO Randall Stephenson for Leadership in Diversity & Inclusion
- Veterans in Business Network – “Loyalty Award”
- California Latin Business Association – Women in Diversity Award

9.1.2 Summary of Diversity Supplier Purchases Tables

2018 – AT&T Combined Companies

AT&T Total Combined Companies								
Results by Ethnicity & Gender								
		Direct		Sub		Total \$	Total %	
Minority Male	Asian Pacific American	\$	112,669,010	\$	44,220,059	\$	156,889,069	1.98%
	African American	\$	190,424,671	\$	43,882,451	\$	234,307,121	2.96%
	Hispanic American	\$	589,804,301	\$	85,124,572	\$	674,928,873	8.53%
	Native American	\$	2,901,294	\$	5,192,949	\$	8,094,242	0.10%
	Multi-Ethnic American	\$	-	\$	4,972,515	\$	4,972,515	0.06%
	Total Minority Male	\$	895,799,275	\$	183,392,545	\$	1,079,191,820	13.65%
Minority Female	Asian Pacific American	\$	26,860,219	\$	1,224,308	\$	28,084,526	0.36%
	African American	\$	2,788,340	\$	-	\$	2,788,340	0.04%
	Hispanic American	\$	103,426,110	\$	18,208,687	\$	121,634,797	1.54%
	Native American	\$	168,558	\$	122,821	\$	291,379	0.00%
	Multi-Ethnic American	\$	-	\$	-	\$	-	0.00%
	Total Minority Female	\$	133,243,227	\$	19,555,815	\$	152,799,042	1.93%
Total Minority Business Enterprise (MBE)		\$	1,029,042,502	\$	202,948,360	\$	1,231,990,862	15.58%
Women Business Enterprise (WBE)		\$	443,671,185	\$	102,739,657	\$	546,410,842	6.91%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$	-	\$	155,853	\$	155,853	0.00%
Disabled Veteran Business Enterprise (DVBE)		\$	15,241,748	\$	18,131,303	\$	33,373,052	0.42%
Other 8(a)*		\$	292,006	\$	-	\$	292,006	0.00%
TOTAL WMDVLGBTBE		\$	1,488,247,441	\$	323,975,173	\$	1,812,222,615	22.91%
Net Procurement**		\$ 7,908,511,031						
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								

**2018 – AT&T California
Results by Ethnicity**

AT&T California						
Results by Ethnicity & Gender						
		Direct	Sub	Total \$	Total %	
Minority Male	Asian Pacific American	\$ 53,874,021	\$ 17,131,765	\$ 71,005,786	2.94%	
	African American	\$ 59,594,687	\$ 17,000,968	\$ 76,595,655	3.17%	
	Hispanic American	\$ 182,661,426	\$ 32,979,018	\$ 215,640,445	8.92%	
	Native American	\$ 2,604,295	\$ 2,011,856	\$ 4,616,151	0.19%	
	Multi-Ethnic American	\$ -	\$ 1,926,455	\$ 1,926,455	0.08%	
	Total Minority Male	\$298,734,430	\$ 71,050,061	\$369,784,492	15.29%	
Minority Female	Asian Pacific American	\$ 15,734,890	\$ 474,322	\$ 16,209,212	0.67%	
	African American	\$ 942,360	\$ -	\$ 942,360	0.04%	
	Hispanic American	\$ 77,192,741	\$ 7,054,422	\$ 84,247,162	3.48%	
	Native American	\$ 116,165	\$ 47,583	\$ 163,748	0.01%	
	Multi-Ethnic American	\$ -	\$ -	\$ -	0.00%	
	Total Minority Female	\$ 93,986,156	\$ 7,576,327	\$101,562,483	4.20%	
Total Minority Business Enterprise (MBE)		\$392,720,586	\$ 78,626,388	\$471,346,975	19.49%	
Women Business Enterprise (WBE)		\$206,934,437	\$ 39,803,466	\$246,737,903	10.20%	
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$ -	\$ 60,381	\$ 60,381	0.00%	
Disabled Veteran Business Enterprise (DVBE)		\$ 14,487,907	\$ 7,024,442	\$ 21,512,348	0.89%	
Other 8(a)*		\$ 33,610	\$ -	\$ 33,610	0.00%	
TOTAL WMDVLGBTBE		\$614,176,540	\$125,514,677	\$739,691,217	30.59%	
Net Procurement**		\$2,418,352,649				
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						

**2018 – AT&T Mobility
Results by Ethnicity**

AT&T Mobility - California								
Results by Ethnicity & Gender								
		Direct		Sub	Total \$	Total %		
Minority Male	Asian Pacific American	\$	38,347,926	\$	22,354,066	\$	60,701,992	1.26%
	African American	\$	103,335,855	\$	22,183,399	\$	125,519,254	2.60%
	Hispanic American	\$	369,197,498	\$	43,032,061	\$	412,229,559	8.55%
	Native American	\$	222,954	\$	2,625,133	\$	2,848,086	0.06%
	Multi-Ethnic American	\$	-	\$	2,513,699	\$	2,513,699	0.05%
	Total Minority Male		\$511,104,232		\$ 92,708,358		\$603,812,590	12.52%
Minority Female	Asian Pacific American	\$	6,318,565	\$	618,910	\$	6,937,476	0.14%
	African American	\$	1,616,743	\$	-	\$	1,616,743	0.03%
	Hispanic American	\$	12,149,092	\$	9,204,831	\$	21,353,924	0.44%
	Native American	\$	25,485	\$	62,088	\$	87,574	0.00%
	Multi-Ethnic American	\$	-	\$	-	\$	-	0.00%
	Total Minority Female		\$ 20,109,886		\$ 9,885,830		\$ 29,995,716	0.62%
Total Minority Business Enterprise (MBE)			\$531,214,118		\$102,594,188		\$633,808,305	13.14%
Women Business Enterprise (WBE)			\$203,662,078		\$ 51,936,816		\$255,598,893	5.30%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$	-	\$	78,787	\$	78,787	0.00%
Disabled Veteran Business Enterprise (DVBE)		\$	164,880	\$	9,165,713	\$	9,330,592	0.19%
Other 8(a)*		\$	14,224	\$	-	\$	14,224	0.00%
TOTAL WMDVLGBTBE			\$735,055,299		\$163,775,503		\$898,830,802	18.63%
Net Procurement**			\$4,823,792,011					
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								

**2018 – AT&T Long Distance
Results by Ethnicity**

AT&T Long Distance - California								
Results by Ethnicity & Gender								
		Direct		Sub	Total \$	Total %		
Minority Male	Asian Pacific American	\$	1,080,724	\$	300,273	\$	1,380,997	3.72%
	African American	\$	990,126	\$	297,981	\$	1,288,107	3.47%
	Hispanic American	\$	3,740,912	\$	578,032	\$	4,318,944	11.64%
	Native American	\$	1,797	\$	35,262	\$	37,059	0.10%
	Multi-Ethnic American	\$	-	\$	33,765	\$	33,765	0.09%
	Total Minority Male	\$	5,813,559	\$	1,245,314	\$	7,058,873	19.02%
Minority Female	Asian Pacific American	\$	353,860	\$	8,314	\$	362,174	0.98%
	African American	\$	22,584	\$	-	\$	22,584	0.06%
	Hispanic American	\$	1,137,651	\$	123,645	\$	1,261,296	3.40%
	Native American	\$	2,725	\$	834	\$	3,559	0.01%
	Multi-Ethnic American	\$	-	\$	-	\$	-	0.00%
	Total Minority Female	\$	1,516,820	\$	132,792	\$	1,649,612	4.44%
Total Minority Business Enterprise (MBE)		\$	7,330,379	\$	1,378,106	\$	8,708,485	23.46%
Women Business Enterprise (WBE)		\$	1,762,009	\$	697,646	\$	2,459,656	6.63%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$	-	\$	1,058	\$	1,058	0.00%
Disabled Veteran Business Enterprise (DVBE)		\$	13,371	\$	123,119	\$	136,491	0.37%
Other 8(a)*		\$	803	\$	-	\$	803	0.00%
TOTAL WMDVLGBTBE		\$	9,106,562	\$	2,199,930	\$	11,306,492	30.46%
Net Procurement**		\$ 37,118,809						
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								

**2018 – AT&T Communications of California
Results by Ethnicity**

AT&T Communications of California						
Results by Ethnicity & Gender						
		Direct	Sub	Total \$	Total %	
Minority Male	Asian Pacific American	\$ 19,366,339	\$ 4,433,955	\$ 23,800,294	3.78%	
	African American	\$ 26,504,002	\$ 4,400,103	\$ 30,904,106	4.91%	
	Hispanic American	\$ 34,204,464	\$ 8,535,460	\$ 42,739,925	6.79%	
	Native American	\$ 72,248	\$ 520,698	\$ 592,946	0.09%	
	Multi-Ethnic American	\$ -	\$ 498,595	\$ 498,595	0.08%	
	Total Minority Male	\$ 80,147,054	\$ 18,388,812	\$ 98,535,866	15.66%	
Minority Female	Asian Pacific American	\$ 4,452,903	\$ 122,762	\$ 4,575,664	0.73%	
	African American	\$ 206,654	\$ -	\$ 206,654	0.03%	
	Hispanic American	\$ 12,946,626	\$ 1,825,789	\$ 14,772,415	2.35%	
	Native American	\$ 24,183	\$ 12,315	\$ 36,498	0.01%	
	Multi-Ethnic American	\$ -	\$ -	\$ -	0.00%	
	Total Minority Female	\$ 17,630,365	\$ 1,960,866	\$ 19,591,231	3.11%	
Total Minority Business Enterprise (MBE)		\$ 97,777,419	\$ 20,349,678	\$ 118,127,097	18.77%	
Women Business Enterprise (WBE)		\$ 31,312,661	\$ 10,301,729	\$ 41,614,390	6.61%	
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$ -	\$ 15,627	\$ 15,627	0.00%	
Disabled Veteran Business Enterprise (DVBE)		\$ 575,591	\$ 1,818,030	\$ 2,393,621	0.38%	
Other 8(a)*		\$ 243,369	\$ -	\$ 243,369	0.04%	
TOTAL WMDVLGBTBE		\$ 129,909,040	\$ 32,485,064	\$ 162,394,104	25.81%	
Net Procurement**		\$ 629,247,561				
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						

**2018 – AT&T Combined Companies
Direct Spend**

AT&T Total Combined Companies									
2018 Direct Spend Results									
			Products		Services		Total		
			\$	%	\$	%	\$		
Minority Male	Asian Pacific American	Direct	\$ -	0.00%	\$ -	0.00%	\$ 112,669,010	1.42%	
	African American	Direct	\$ -	0.00%	\$ -	0.00%	\$ 190,424,671	2.41%	
	Hispanic American	Direct	\$ -	0.00%	\$ -	0.00%	\$ 589,804,301	7.46%	
	Native American	Direct	\$ -	0.00%	\$ -	0.00%	\$ 2,901,294	0.04%	
	Multi-Ethnic American	Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	
	Total Minority Male	Direct	\$ -	0.00%	\$ -	0.00%	\$ 895,799,275	11.33%	
Minority Female	Asian Pacific American	Direct	\$ -	0.00%	\$ -	0.00%	\$ 26,860,219	0.34%	
	African American	Direct	\$ -	0.00%	\$ -	0.00%	\$ 2,788,340	0.04%	
	Hispanic American	Direct	\$ -	0.00%	\$ -	0.00%	\$ 103,426,110	1.31%	
	Native American	Direct	\$ -	0.00%	\$ -	0.00%	\$ 168,558	0.00%	
	Multi-Ethnic American	Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	
	Total Minority Female	Direct	\$ -	0.00%	\$ -	0.00%	\$ 133,243,227	1.68%	
Total Minority Business Enterprise (MBE)		Direct	\$ -	0.00%	\$ -	0.00%	\$ 1,029,042,502	13.01%	
Women Business Enterprise (WBE)		Direct	\$ -	0.00%	\$ -	0.00%	\$ 443,671,185	5.61%	
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	
Disabled Veteran Business Enterprise (DVBE)		Direct	\$ -	0.00%	\$ -	0.00%	\$ 15,241,748	0.19%	
Other 8(a)*		Direct	\$ -	0.00%	\$ -	0.00%	\$ 292,006	0.00%	
TOTAL WMDVLGBTBE		Direct	\$ -	0.00%	\$ -	0.00%	\$ 1,488,247,441	18.82%	
Total Product Procurement			\$ -						
Total Service Procurement			\$ -						
Net Procurement**			\$ 7,908,511,031						
Total Number of WMDVLGBTBEs that received Direct Spend		300							
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									

**2018 – AT&T Combined Companies
Indirect Spend**

AT&T Total Combined Companies									
Indirect Spend									
			Products		Services		Total		
			\$	%	\$	%	\$	%	
Minority Male	Asian Pacific American	Sub	\$ -	0.00%	\$ -	0.00%	\$ 44,220,059	0.56%	
	African American	Sub	\$ -	0.00%	\$ -	0.00%	\$ 43,882,451	0.55%	
	Hispanic American	Sub	\$ -	0.00%	\$ -	0.00%	\$ 85,124,572	1.08%	
	Native American	Sub	\$ -	0.00%	\$ -	0.00%	\$ 5,192,949	0.07%	
	Multi-Ethnic American	Sub	\$ -	0.00%	\$ -	0.00%	\$ 4,972,515	0.06%	
	Total Minority Male	Sub	\$ -	0.00%	\$ -	0.00%	\$ 183,392,545	2.32%	
Minority Female	Asian Pacific American	Sub	\$ -	0.00%	\$ -	0.00%	\$ 1,224,308	0.02%	
	African American	Sub	\$ -	0.00%	\$ -	0.00%	-	0.00%	
	Hispanic American	Sub	\$ -	0.00%	\$ -	0.00%	\$ 18,208,687	0.23%	
	Native American	Sub	\$ -	0.00%	\$ -	0.00%	\$ 122,821	0.00%	
	Multi-Ethnic American	Sub	\$ -	0.00%	\$ -	0.00%	-	0.00%	
	Total Minority Female	Sub	\$ -	0.00%	\$ -	0.00%	\$ 19,555,815	0.25%	
Total Minority Business Enterprise (MBE)		Sub	\$ -	0.00%	\$ -	0.00%	\$ 202,948,360	2.57%	
Women Business Enterprise (WBE)		Sub	\$ -	0.00%	\$ -	0.00%	\$ 102,739,657	1.30%	
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$ -	0.00%	\$ -	0.00%	\$ 155,853	0.00%	
Disabled Veteran Business Enterprise (DVBE)		Sub	\$ -	0.00%	\$ -	0.00%	\$ 18,131,303	0.23%	
Other 8(a)*		Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	
TOTAL WMDVLGBTBE		Sub	\$ -	0.00%	\$ -	0.00%	\$ 323,975,173	4.10%	
Total Product Procurement			\$ -						
Total Service Procurement			\$ -						
Net Procurement**			\$ 7,908,511,031						
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									
Sub - Subcontractor Procurement									
% - PERCENTAGE OF NET PROCUREMENT									

2018 – AT&T Combined Companies Procurement by Standard Industrial Code

SIC Category	Asian Pacific American		African American		Hispanic American		Native American		Multi-Ethnic		Minority Business Enterprises	Women Business Enterprises	Lesbian, Gay, Bisexual Transgender Enterprises	Disabled Veterans Business Enterprises	Other**	Total	Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	MBE	WBE	LGBT	DVBE	8(a)	VMDVLTBE	Dollars
SIC 15: Building Construction General Contractors And Operative Builders	\$ 582,109	\$ 44,952	\$ 1,974,377	\$ 117,386	\$ 4,876,565	\$ 26,074,545	\$ -	\$ -	\$ -	\$ -	\$ 33,610,534	\$ 14,781,876	\$ -	\$ 25,352,283	\$ 50,330	\$ 73,861,083	\$ 431,671,874
	0.13%	0.01%	0.46%	0.03%	1.13%	6.04%	0.00%	0.00%	0.00%	0.00%	7.80%	3.43%	0.00%	5.87%	0.01%	11.11%	
SIC 17: Construction Special Trade Contractors	\$ 5,970,988	\$ 1,556,631	\$ 15,468,748	\$ -	\$ 20,590,955	\$ 6,078,071	\$ -	\$ -	\$ -	\$ -	\$ 49,685,459	\$ 58,371,790	\$ -	\$ 1,736,536	\$ 234,658	\$ 110,034,502	\$ 972,717,366
	0.61%	0.16%	1.59%	0.00%	2.12%	0.62%	0.00%	0.00%	0.00%	0.00%	5.11%	6.00%	0.00%	0.18%	0.02%	11.32%	
SIC 35: Industrial And Commercial Machinery And Computer Equipment	\$ 3,001,788	\$ 13,172,626	\$ 34,550,626	\$ -	\$ 75,544	\$ 157,109	\$ 3,705	\$ -	\$ -	\$ -	\$ 50,361,339	\$ 32,728,558	\$ -	\$ 282,401	\$ -	\$ 83,972,358	\$ 359,754,277
	0.83%	3.66%	3.60%	0.00%	0.02%	0.04%	0.00%	0.00%	0.00%	0.00%	14.17%	3.10%	0.00%	0.08%	0.00%	23.34%	
SIC 36: Electronic & Other Electrical Equipment/Components, Except Computer Equip.	\$ 80,330,043	\$ 4,530,417	\$ 158,890,854	\$ -	\$ 551,325,043	\$ 46,367,866	\$ 7,252,148	\$ 291,379	\$ 4,372,515	\$ -	\$ 854,083,385	\$ 414,551,037	\$ 155,853	\$ 5,642,631	\$ 6,309	\$ 1,274,439,816	\$ 4,376,107,673
	1.84%	0.10%	3.63%	0.00%	12.60%	1.06%	0.17%	0.01%	0.11%	0.00%	19.52%	3.47%	0.00%	0.13%	0.00%	29.12%	
SIC 47: Transportation Services	\$ 363	\$ 6,833	\$ 353,182	\$ -	\$ 810,634	\$ 36	\$ 2,042	\$ -	\$ -	\$ -	\$ 1,779,256	\$ 255,570	\$ -	\$ -	\$ 49	\$ 2,034,875	\$ 63,341,336
	0.00%	0.01%	1.50%	0.00%	1.27%	0.00%	0.00%	0.00%	0.00%	0.00%	2.78%	0.40%	0.00%	0.00%	0.00%	3.18%	
SIC 50: Wholesale Trade-durable Goods	\$ -	\$ 10,648	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,648	\$ 16,178	\$ -	\$ -	\$ -	\$ 26,826	\$ 3,398,203
	0.00%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.40%	0.00%	0.00%	0.00%	0.67%	
SIC 51: Wholesale Trade-non-durable Goods	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	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	\$ 77,544	\$ -	\$ 7,230,185	\$ -	\$ 1,328,374	\$ 34,392,841	\$ -	\$ -	\$ -	\$ -	\$ 43,688,344	\$ 67,569	\$ -	\$ -	\$ -	\$ 43,756,512	\$ 108,336,716
	0.07%	0.00%	6.63%	0.00%	1.22%	32.12%	0.00%	0.00%	0.00%	0.00%	40.10%	0.06%	0.00%	0.00%	0.00%	40.17%	
SIC 73: Business Services	\$ 66,303,734	\$ 8,514,066	\$ 13,258,714	\$ 2,627,211	\$ 35,438,684	\$ 7,854,795	\$ 831,596	\$ -	\$ -	\$ -	\$ 192,828,800	\$ 19,410,466	\$ -	\$ 239,141	\$ -	\$ 212,538,407	\$ 1,335,772,760
	4.96%	0.64%	0.39%	0.20%	7.00%	0.53%	0.06%	0.00%	0.00%	0.00%	14.44%	1.45%	0.00%	0.02%	0.00%	15.91%	
SIC 81: Legal	\$ 48,754	\$ -	\$ 1,597,620	\$ -	\$ 1,251,772	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,898,147	\$ 227,878	\$ -	\$ -	\$ -	\$ 3,126,025	\$ 68,479,393
	0.07%	0.00%	2.33%	0.00%	1.83%	0.00%	0.00%	0.00%	0.00%	0.00%	4.23%	0.33%	0.00%	0.00%	0.00%	4.56%	
SIC 87: Engineering, Accounting, Research, Management, And Related Services	\$ 513,746	\$ 185,181	\$ 296,814	\$ 43,143	\$ 1,231,302	\$ 103,353	\$ 4,751	\$ -	\$ -	\$ -	\$ 2,384,291	\$ 5,987,919	\$ -	\$ -	\$ -	\$ 8,372,209	\$ 187,129,632
	0.27%	0.10%	0.16%	0.02%	0.66%	0.06%	0.00%	0.00%	0.00%	0.00%	1.27%	3.20%	0.00%	0.00%	0.00%	4.47%	
GROSS PRODUCTS/SERVICES PROCUREMENT	\$ 156,889,063	\$ 28,884,526	\$ 234,307,121	\$ 2,788,340	\$ 674,328,873	\$ 121,634,797	\$ 8,094,242	\$ 231,379	\$ 4,372,515	\$ -	\$ 1,231,390,862	\$ 546,410,842	\$ 155,853	\$ 33,373,052	\$ 292,086	\$ 1,812,222,615	\$ 7,908,511,031
	1.98%	0.36%	2.96%	0.04%	8.53%	1.54%	0.10%	0.00%	0.06%	0.00%	15.58%	6.91%	0.00%	0.42%	0.00%	22.91%	
Total Product Procurement					n/a												
Total Service Procurement					n/a												
Net Procurement***					\$7,908,511,031												
NOTE: FIRMS WITH MULTIMINORITY OWNERSHIP STATUS **FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-VMDVLTBE ***NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS TOTAL DOLLARS - TOTAL PROCUREMENT DOLLAR AMOUNT IN THE SPECIFIC SIC CATEGORY																	

**2018 – AT&T Combined Companies
Supplier Clearinghouse Data**

AT&T Total Combined Companies													
Data of Number of Suppliers													
Revenue Range Reported to Supplier Clearinghouse							AT&T California Combined Companies 2018 Summary						
# WMDVLGBTBs	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	
Under \$1 million	22	26	0	9	3	60	107	116	0	6	3	232	
Under \$5 million	31	33	0	0	0	64	23	15	0	3	0	41	
Under \$10 million	13	21	0	0	0	34	6	5	0	0	0	11	
Above \$10 million	83	59	0	0	0	142	13	3	0	0	0	16	
TOTAL	149	139	0	9	3	300	149	139	0	9	3	300	

AT&T Total Combined Companies													
Revenue & Payment Data													
Average Revenue Reported to Supplier Clearinghouse							AT&T California Combined Companies 2018 Summary						
WMDVLGBTBE \$M	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	
Under \$1 million	\$ 7,715,216	\$ 6,939,826	\$ -	\$ -	n/a	\$ 14,655,042	\$ 21,162,830	\$ 27,490,854	\$ -	\$ 415,340	\$ 58,409	\$ 49,127,433	
Under \$5 million	\$ 82,015,941	\$ 78,203,897	\$ -	\$ -	n/a	\$ 160,219,838	\$ 38,160,055	\$ 30,442,118	\$ -	\$ 5,851,681	\$ -	\$ 74,453,855	
Under \$10 million	\$ 86,047,633	\$ 156,385,447	\$ -	\$ -	n/a	\$ 242,433,080	\$ 36,346,852	\$ 33,843,316	\$ -	\$ -	\$ -	\$ 70,190,168	
Above \$10 million	\$ 25,024,385,187	\$ 6,609,540,448	\$ -	\$ -	n/a	\$ 31,633,925,635	\$ 895,554,637	\$ 398,921,348	\$ -	\$ -	\$ -	\$ 1,294,475,985	
TOTAL	\$ 25,200,163,977	\$ 6,851,069,618	\$ -	\$ -	n/a	\$ 32,051,233,595	\$ 991,224,375	\$ 490,697,636	\$ -	\$ 6,267,021	\$ 58,409	\$ 1,488,247,441	

Other 8(a): * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE

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) Supplier Clearinghouse databases do not contain revenue data for Other 8(a) suppliers. These have been classified Under \$1 million.

9.1.3 Supplier Diversity Program Expenses Tables

2018 – AT&T Combined Companies Program Expenses

AT&T Total Combined Companies		
Program Expenses		
Expense Category		Amount
Wages	\$	316,979.02
Other Employee Expenses	\$	831.60
Program Expenses	\$	133,166.65
Reporting Expenses	\$	-
Training	\$	-
Consultants	\$	135,290.12
Other	\$	-
TOTAL		\$ 586,267.38
<small>Note: Program expenses for CPUC filing represent 17% 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.</small>		

2018 – AT&T Combined Companies Progress Toward Goal

AT&T Total Combined Companies		
Progress Toward Goals		
Category	2018 Results	2018 Goals
Minority Men	13.65%	11.00%
Minority Women	1.93%	4.00%
Minority Business Enterprise (MBE)	15.58%	15.00%
Women Business Enterprise (WBE)	6.91%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBT)	0.00%	0.00%
Disabled Veteran Business (DVBE)	0.42%	1.50%
TOTAL WMDVLGBTBE	22.91%	21.50%
<small>% - PERCENTAGE OF NET PROCUREMENT</small>		

9.1.5 Summary of Subcontracting Utilization Tables

2018 – AT&T Combined Companies Prime Contractor Utilization

AT&T Total Combined Companies										
Summary of Prime Contractor Utilization										
		Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)*		TOTAL WMDVLGBTBE
Direct \$	\$	895,799,275	\$ 133,243,227	\$ 1,029,042,502	\$ 443,671,185	\$ -	\$ 15,241,748	\$ 292,006	\$	1,488,247,441
Subcontracting \$	\$	183,392,545	\$ 19,555,815	\$ 202,948,360	\$ 102,739,657	\$ 155,853	\$ 18,131,303	\$ -	\$	323,975,173
Total \$	\$	1,079,191,820	\$ 152,799,042	\$ 1,231,990,862	\$ 546,410,842	\$ 155,853	\$ 33,373,052	\$ 292,006	\$	1,812,222,615
Direct %		11.33%	1.68%	13.01%	5.61%	0.00%	0.19%	0.00%		18.82%
Subcontracting %		2.32%	0.25%	2.57%	1.30%	0.00%	0.23%	0.00%		4.10%
Total %		13.65%	1.93%	15.58%	6.91%	0.00%	0.42%	0.00%		22.91%
Net Procurement**	\$	7,908,511,031								
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										

**2018 – AT&T California
Prime Contractor Utilization**

AT&T California										
Summary of Prime Contractor Utilization										
		Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)*		TOTAL WMDVLGBTBE
Direct \$	\$	298,734,430	\$ 93,986,156	\$ 392,720,586	\$ 206,934,437	\$ -	\$ 14,487,907	\$ 33,610	\$	614,176,540
Subcontracting \$	\$	71,050,061	\$ 7,576,327	\$ 78,626,388	\$ 39,803,466	\$ 60,381	\$ 7,024,442	\$ -	\$	125,514,677
Total \$	\$	369,784,492	\$ 101,562,483	\$ 471,346,975	\$ 246,737,903	\$ 60,381	\$ 21,512,348	\$ 33,610	\$	739,691,217
Direct %		12.35%	3.89%	16.24%	8.56%	0.00%	0.60%	0.00%		25.40%
Subcontracting %		2.94%	0.31%	3.25%	1.65%	0.00%	0.29%	0.00%		5.19%
Total %		15.29%	4.20%	19.49%	10.20%	0.00%	0.89%	0.00%		30.59%
Net Procurement**	\$	2,418,352,649								
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										

**2018 – AT&T California - Mobility
Prime Contractor Utilization**

AT&T Mobility - California								
Summary of Prime Contractor Utilization								
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)*	TOTAL WMDVLGBTBE
Direct \$	\$511,104,232	\$20,109,886	\$531,214,118	\$203,662,078	\$0	\$164,880	\$14,224	\$735,055,299
Subcontracting \$	\$92,708,358	\$9,885,830	\$102,594,188	\$51,936,816	\$78,787	\$9,165,713	\$0	\$163,775,503
Total \$	\$603,812,590	\$29,995,716	\$633,808,305	\$255,598,893	\$78,787	\$9,330,592	\$14,224	\$898,830,802
Direct %	10.60%	0.42%	11.01%	4.22%	0.00%	0.00%	0.00%	15.24%
Subcontracting %	1.92%	0.20%	2.13%	1.08%	0.00%	0.19%	0.00%	3.40%
Total %	12.52%	0.62%	13.14%	5.30%	0.00%	0.19%	0.00%	18.63%
Net Procurement**	\$4,823,792,011							
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								

2018 – AT&T California - Long Distance Prime Contractor Utilization

AT&T Long Distance - California																	
Summary of Prime Contractor Utilization																	
		Minority Male		Minority Female		Minority Business Enterprise (MBE)		Women Business Enterprise (WBE)		Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Disabled Veterans Business Enterprise (DVBE)		Other 8(a)*		TOTAL WMDVLGBTBE	
Direct \$	\$	5,813,559	\$	1,516,820	\$	7,330,379	\$	1,762,009	\$	-	\$	13,371	\$	803	\$		9,106,562
Subcontracting \$	\$	1,245,314	\$	132,792	\$	1,378,106	\$	697,646	\$	1,058	\$	123,119	\$	-	\$		2,199,930
Total \$	\$	7,058,873	\$	1,649,612	\$	8,708,485	\$	2,459,656	\$	1,058	\$	136,491	\$	803	\$		11,306,492
Direct %		15.66%		4.09%		19.75%		4.75%		0.00%		0.04%		0.00%			24.53%
Subcontracting %		3.35%		0.36%		3.71%		1.88%		0.00%		0.33%		0.00%			5.93%
Total %		19.02%		4.44%		23.46%		6.63%		0.00%		0.37%		0.00%			30.46%
Net Procurement** \$		37,118,809															
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																	

2018 – AT&T – Communications of California Prime Contractor Utilization

AT&T Communications of California										
Summary of Prime Contractor Utilization										
		Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVB E)	Other 8(a)*		TOTAL WMDVLGBTBE
Direct \$	\$	80,147,054	\$ 17,630,365	\$ 97,777,419	\$ 31,312,661	\$ -	\$ 575,591	\$ 243,369	\$	129,909,040
Subcontracting \$	\$	18,388,812	\$ 1,960,866	\$ 20,349,678	\$ 10,301,729	\$ 15,627	\$ 1,818,030	\$ -	\$	32,485,064
Total \$	\$	98,535,866	\$ 19,591,231	\$ 118,127,097	\$ 41,614,390	\$ 15,627	\$ 2,393,621	\$ 243,369	\$	162,394,104
Direct %		12.74%	2.80%	15.54%	4.98%	0.00%	0.09%	0.04%		20.65%
Subcontracting %		2.92%	0.31%	3.23%	1.64%	0.00%	0.29%	0.00%		5.16%
Total %		15.66%	3.11%	18.77%	6.61%	0.00%	0.38%	0.04%		25.81%
Net Procurement**	\$	629,247,561								
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										

9.1.6 Supplier Complaints

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

9.1.7 Exclusions

Neither AT&T nor its affiliates exclude any product or service category from its purchase base. Only those exclusions stated in General Order 156 such as utilities, government fees and affiliates are excluded.

9.1.8 Procurement in Specific Spend Categories

The AT&T Supplier Diversity organization has been structured by designating select managers with major spend categories to encourage support of minority inclusion. Spearheaded to lead this charge are the Supplier Advocates, who maintain close relationships with category experts in sourcing, the channels and prime suppliers to promote current and prospective M/W/DVBE/LGBT entrepreneurs.

While the needs of our supply chain continue to evolve, AT&T acknowledges the General Order by placing a special emphasis on categories that are considered “underutilized” – segment successes are outlined below.

Professional Services

AT&T Global Supplier Diversity made meaningful progress in improving diverse supplier utilization in the Professional Services space. The AT&T Enterprise Contractor Acquisition and Management Program, otherwise known as eCAM, is a gateway for qualified suppliers to access staffing opportunities and provide skilled candidates.

Teamwork between the eCAM program leads and the Supplier Diversity Advocate resulted in enhanced processes to gain Tier-2 subcontracting commitments from additional Prime Staffing suppliers and increase diverse supplier utilization. In addition, the internal teams developed a more consistent and robust schedule of performance reviews which amplified visibility into results and increased accountability across all stakeholders.

Supplier Diversity's advocacy positively influenced the professional services space, documenting a year-over-year increase of 5.2 percent. Fostering strategic relationships helped realize 17% of eCAM's roster as being attributed to diverse staffing suppliers from California. AT&T is delighted by the positive results achieved in this space and is committed to continue its efforts to increase diverse supplier utilization for our supplemental staffing needs.

Legal

In 2018, AT&T Supplier Diversity continued its efforts to proactively promote diverse supplier utilization with AT&T's Legal Department and the Diversity & Inclusion Committee. AT&T retained 16 Certified Diverse Firms, 50% certified with the Supplier Clearinghouse – as well as identified 10 prospective law firms for future contracting opportunities. AT&T realized \$17.5M in diversity spend with 87% of the spend awarded to CPUC-certified law firms.

Beyond procurement activities, other 2018 highlights achieved in AT&T Legal were:

- Scheduling bi-monthly teleconferences with Supplier Diversity and the Diversity & Inclusion (D&I) Committee
- Creating a program called "Peace Out" for underserved students interested in a law career
- Promoting a consistent message that minority procurement is a corporate priority
- Hiring minority interns
- Receiving an award through an MBE Council - recognizing an AT&T Senior Counsel with the 2018 **Diversity of the Year Award** for his national accomplishments

Amplifying our corporate messaging of minority inclusion, the legal team also created a program to honor vendors' achievements. Supplier excellence was recognized through an AT&T "Diversity & Inclusion" award; D&I winners were identified based on two-factors - firms that contributed to the pipeline of attorneys from diverse backgrounds and corporations that demonstrated the most progress

in diversifying their staff at all levels at the company. While the AT&T Legal Conference was an exclusive engagement, an invitation was extended to our Supplier Diversity team to deliver remarks – giving the team an opportunity to showcase our reinvigorated program.

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

- Asian Americans Advancing Justice of Los Angeles Scholarship
- Association of Corporate Counsel, Southern California Chapter – Diversity Committee Bar Stipend Scholarships
- Bay Area Lawyers for Individual Freedom Annual Gala (LGBT)
- Bar Association of San Francisco Justice and Diversity Center Annual Gala
- Bar Association of San Francisco Minority Students Scholarship
- Bar Association of San Francisco – Women's Impact Network (No Class Ceiling 2.0)
- Black Women Lawyers of Los Angeles Foundation Scholarship Lunch
- Centro Legal de la Raza's Youth Law Academy
- Charles Houston Bar Association Annual Judicial Reception
- Charles Houston Bar Association Annual Scholarship Gala Dinner
- Constitutional Rights Foundation – Los Angeles
- Hastings School of Law – Women's Leadership Edge Sponsorship
- John M. Langston Bar Association (AT&T – named scholarship)
- Mexican-American Bar Association

Finance

The AT&T treasury and investment teams remained active in pursuing relationships with emerging and diverse firms. Within the realm of the finance, AT&T defines 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. Successes captured in 2018 were:

- Professionals from our private market investment team committed \$192 million to an emerging manager separate account and closed \$161 million in commitments to eight emerging manager-led funds on a direct basis as of December 31, 2018 -- over half of these dollars were spent with six firms with operations in California.
- AT&T's public market investments maintained our emerging manager and diverse manager program, which resulted in \$251 million spent with diverse firms – which represents a 50% year-over-year growth in spend.
- During third quarter of 2018, six diverse firms participated in underwriting \$825 million in debt through retail bonds totaling \$400 thousand in fees – one of these firms is based in California.

AT&T Supplier Diversity will continue to focus on procuring minority firms for future opportunities - many are still in various stages of our process for consideration.

9.1.9 Justification of Excluded Areas

AT&T does not exclude any product or service category from its purchase base. Only those exclusions stated in G.O.156 such as utilities, government fees, and affiliates are excluded.

9.1.10 Summary of Purchases

Summary of purchases in product and service categories that included renewable and non-renewable energy, wireless communications and broadband are reflected in our tables, under Standard Industrial Code 36.

10.1.1 AT&T Global Supplier Diversity Goals

M/W/DV/LGBTBE Annual Short, Mid, and Long-Term Goals by SIC Category																						
SIC Product/Service Descriptions		Short-Term 2019							Mid-Term 2020							Long-Term 2022						
		Minority		Total Minority Business Enterprise	Total Women Business Enterprise	Total Minority & Women Business Enterprises	Disabled Veteran Business Enterprise	LGBT Business Enterprise	Minority		Minority Business Enterprise	Women Business Enterprise	Total Minority & Women Business Enterprises	Disabled Veteran Business Enterprise	LGBT Business Enterprise	Minority		Minority Business Enterprise	Women Business Enterprise	Total Minority & Women Business Enterprises	Disabled Veteran Business Enterprise	LGBT Business Enterprise
		Men	Women	MBE	WBE	M/WBE	DVBE	LGBT	Men	Women	MBE	WBE	M/WBE	DVBE	LGBT	Men	Women	MBE	WBE	M/WBE	DVBE	LGBT
15	Building Construction/General Contractors Operative Builders	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%
17	Construction Special Trade Contractors	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%
35	Industrial/Commercial Machinery Computer Equipment	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%
36	Electronic - Other Electrical Equipment/Components (Except Computer Equipment)	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%
47	Transportation Services	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%
50	Wholesale Trade/Durable Goods	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%
51	Wholesale Trade/Non-Durable Goods	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%
55	Automotive Dealers Gasoline Service Stations	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%
73	Business Services	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%
81	Legal Services	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%
87	Engineering, Accounting, Research Management and Related Services	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%
Grand Total		11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	0.04%

10.1.2 AT&T Global Supplier Diversity 2019 Plans

AT&T recognizes that diverse suppliers are vital to our business success. We are committed to promoting, increasing and improving the overall participation of minority-, women-, service-disabled veteran- and LGBT-owned business enterprises by purchasing their materials and services. We also encourage subcontracting opportunities for these businesses by requiring supplier diversity participation from prime suppliers.

In 2019, we will continue to provide industry leadership through our programs, diversity engagement and most importantly our spend with diverse suppliers in California. Over the next 12-months AT&T Supplier Diversity will support California's minority, women, disabled veterans, and lesbian, gay, bisexual and transgender business community by concentrating in the following areas:

Internal Focus

- **Global Supply Chain:** Continue collaboration efforts to increase opportunities to include diverse suppliers on a majority of RFPs
- **Initiatives:** Capitalize on upcoming AT&T California projects and position diverse vendors
- **Expansion:** Establish a California LGBT spend goal of .04%
- **Connections:** Continue to bolster relationships with our internal channels and prime suppliers
- **Decision Matrix:** Enhance AT&T's Sourcing matrix to incorporate diversity as an element in issuing contract awards
- **Segment Leads:** Elevate impacts in specific minority categories by expanding supplier diversity MBE sourcing efforts.
- **Tracking:** The Supplier Diversity team will meet monthly to ensure that qualified suppliers maintain and/or secure a CPUC Certification

External Support

- **Supplier Development:** Provide traditional and progressive educational platforms
- **Collaboration:** Connect with community-based organizations and minority certification agencies to identify platforms that enhance capabilities of diversity owners
- **Supplier Payments:** Design a framework to provide information on AT&T payment processes and quick payment options

- **Programs:** Develop strategic programs to help educate and grow MBEs
- **Supplier Portal:** Enhance the supplier registration process and user ability to streamline the process and shorten response time.
- **Mentors:** Pair high-potential MBEs with AT&T Executives for mentoring opportunities in strategic impact areas.
- **Events:** Continue to participate at California and regional events and to provide continued access for local and regional diverse suppliers.
- **Underutilization:** Identify platforms to secure suppliers that are largely underutilized within the business (*e.g., African American, LGBT*)

10.1.3 AT&T's Recruitment Plans in Low Utilization Categories

AT&T is formulating plans to ensure that all channels within the AT&T organization will find creative ways to include minority vendors into sourcing opportunities. The team has realized some roadblocks within the business and new strategies are on the horizon that place special emphasis on professional services – specifically in low utilization areas such as legal and finance – to realize incremental increases.

The team is hopeful that establishing a formalized Supplier Diversity road-map, continuously communicating, and garnering a surge in leadership support will be the formula necessary to invigorate our program.

AT&T is committed to honoring the goals established in General Order 156. Supplier Diversity has a robust plan schedule for the year through the collaboration of regional minority and women certification agencies, local chambers, other minority support organizations and AT&T-hosted events to elevate M/W/DVBE/LGBT vendors into AT&T Supply Chain. Additional details about our 2019 plans have been addressed in sections 10.1.2 and 10.1.5.

10.1.4 Supplier Recruitment in Excluded Areas

AT&T does not exclude any product or service category from our purchasing other than payments to other government agencies, utilities and affiliates. These omissions are exclusions accepted under the General Order 156.

10.1.5 2019 Plan to Encourage Prime Contracting

AT&T is steadfast in encouraging subcontracting opportunities to be awarded to minority vendors throughout the year. Our procurement contracts outline AT&T's expectation to receive written minority inclusion plans from Tier-1 suppliers. After procurement plans are established, prime suppliers are assigned to specialists within the Supplier Diversity organization that will drive progress of minority vendor utilization.

Orchestrating a continuous improvement strategy along with the team's new strategic road-map is expected to expand the identification of sub-contracting projects over the next 12-months. Additional activities to increase prime contracting results are:

- Creating AT&T proprietary events that will include Prime Suppliers
- Launching a "*Mobility Construction Turf Vendor*" tour that will support connecting outside plant vendors and construction contractors into Tier-2 projects.
- Inviting Prime Suppliers to AT&T-sponsored conferences
- Promoting VMOD to diverse suppliers to support tier 2 opportunities with prime suppliers.

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

10.1.6 2019 Compliance Plans

AT&T is committed to delivering a supplier diversity program that complies with the M/W/DVBE/LGBT guidelines established by the Commission as required by Public Utilities Section 8283(c). Beyond plans already outlined in sections 10.1.2, 10.1.3, and 10.1.5, AT&T will connect with the diverse business community through the following scheduled conferences in 2019:

National Events:

- National LGBT Chamber of Commerce Best-of-the-Best Forum
- National Minority Supplier Development Council Leadership Awards Gala
- National Minority Supplier Development Council *Business Opportunity Exchange*
- AT&T Supplier Conference

- Women's Business Enterprise National *2019 Conference & Business Fair*
- US Pan Asian American Chamber of Commerce *CelebrAsian Conference*
- National LGBT Chamber of Commerce *2019 International Business Conference*
- Veterans in Business Network *2019 3rd Annual Conference*
- US Veteran in Business Alliance *Keep the Promise*
- Women's Business Enterprise National *2019 Summit & Salute*
- Elite *2019 SDVOB Convention*

California Events:

- Western Business Alliance *LGBT Economic Summit & Conference*
- Western Region Minority Supplier Development Council *Mission Possible Awards Gala & Fundraiser*
- WBEC-Pacific *Empower[HER]*
- American Indian Chamber of Commerce *EXPO 2019*
- Western Region Minority Supplier Development Council *Business Conference*
- Pacific Southwest Minority Supplier Development Council *Supplier Diversity Summit*
- WBEC-Pacific *BOLD Success Conference*
- Western Region Minority Supplier Development Council *Annual Meeting & Holiday Legacy*
- WBEC-West *16th Annual Procurement Opportunity Conference*
- WBEC-Pacific *Annual Awards Celebration*
- Golden Gate Business Association *Power Lunch V Bridges*
- Southern California Minority Supplier Development *Minority Business Opportunity Day*
- CPUC *Southern California Small Business Expo*
- AT&T Business Marketing *California Vendor Summit*
- NorCal Procurement Technical Assistance Center *2019 Procurement Expo*
- Southern California Minority Supplier Development *Supplier of the Year Awards*
- CPUC *"En Banc" Hearing*
- Southern California Minority Supplier Development *Leadership Excellence Awards*
- CPUC *Northern California Small Business Expo*