



AT&T Global Supplier Diversity 2019 Annual Report 2020 Annual Plan

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Letter from Rhonda Johnson, President of AT&T California



For 50 years, AT&T has led the industry in partnering with diverse businesses. Through our Supplier Diversity program, we've built a strong network of suppliers who share our commitment to diversity and inclusion.

Our Supplier Diversity Program in California is an integral part of AT&T's business practices. Serving AT&T California, AT&T Mobility, AT&T Communications, and AT&T Long Distance, the program connects certified, diverse, minority, women, service-disabled veteran and LGBT businesses and enterprises with opportunities to provide products and services.

I am pleased to share that in 2019 AT&T's diversity spend in California totaled \$1.7 billion with diverse business enterprises. As detailed in our report, Direct (Tier-1) spend with diverse suppliers decreased year over year by \$142 million while sub-contracting (Tier-2) spend increased by \$30 million. Nevertheless, AT&T's combined supplier diversity percent was 22.4%, exceeding the GO156 benchmark goal. AT&T also launched a new California procurement goal with certified LGBT vendors.

Our supply chain process embraces the AT&T culture of ensuring that diversity and inclusion are significant factors in all of our corporate endeavors, including supplier selection. Our program seeks to drive accountability and rewards suppliers who demonstrate Diversity & Inclusion values and enables AT&T to make a positive impact on the economic growth of diverse communities.

As technology and innovation become primary drivers of business growth and success, we want to ensure our diverse businesses also invest in improving opportunities for technical development and act as a catalyst for new diverse business opportunities.

Sincerely,

A handwritten signature in black ink that reads "Rhonda J. Johnson". The script is fluid and cursive, with a large, stylized 'R' and 'J'.

Rhonda Johnson

President of AT&T California

In accordance with California Public Utilities Commission (CPUC) General Order 156, AT&T submits this report on goods and services procured from certified Supplier Clearinghouse minority, women, service-disabled veteran, and lesbian, gay bisexual and transgender businesses (M/W/DV/LGBTBE) in 2019. AT&T's Supplier Diversity organization, operating within AT&T's Global Supply Chain, provides programming oversight for AT&T and its subsidiaries. Results documented in this report include AT&T Corporation (U 5002 C), AT&T California (U 1001 C), AT&T Long Distance (U 5800 C), and the collective wireless companies AT&T Mobility Wireless Operations Holdings Inc. (U 3021 C), New Cingular Wireless PCS, LLC (U 3060 C), and Santa Barbara Cellular Systems, Ltd. (U 3015 C), doing business as AT&T Mobility. Except where specified, these affiliates are collectively referred to as "AT&T."

This report documents Supplier Diversity's 2019 minority procurement achievements, organizational initiatives, and key accomplishments in California. Starting with section ten, this report also provides a description of AT&T's plans to support diverse businesses in 2020 for internal and external programming.

Summary of California Supplier Diversity Spend

AT&T Total Combined Companies 2019 Annual CPUC Filing				
AT&T	Total Spend \$	Supplier Diversity Spend \$	Diversity %	
AT&T California	\$ 2,271,958,576	\$ 632,517,445	27.8%	
AT&T Mobility - California	\$ 4,636,822,565	\$ 897,502,736	19.4%	
AT&T Communications of California*	\$ 647,363,963	\$ 163,669,688	25.3%	
AT&T Long Distance - California	\$ 21,983,135	\$ 6,425,831	29.2%	
Totals	\$ 7,578,128,238	\$ 1,700,115,699	22.4%	
*Note: AT&T Communications CA includes spend for AT&T Teleport, a registered AT&T company.				

AT&T's combined diversity spend totaled \$1.7 billion for 2019, compared to \$1.8 billion in 2018. Direct (Tier-1) spend with diverse suppliers decreased year over year by \$142 million while sub-contracting (Tier-2) spend increased by \$30 million. The overall AT&T supplier diversity percent was 22.4%, which is above goal and represents a small decrease over previous year results of 22.9%.

In general terms, spend with diverse suppliers decreased during 2019 because overall spend is down by \$330 million (primarily in the wireline and mobility operations). This reduction in overall spend with suppliers in California mirrors AT&T's national trend for all suppliers and it is a manifestation of the technological transformation of our network.

At the subsidiary level, GO156-reporting companies; AT&T California, AT&T Long Distance, and AT&T Communications each experienced a modest decrease in the supplier diversity percent; however, all exceeded the 21.5% goal. AT&T Mobility supplier diversity percent improved from 18.6% in 2018 to 19.4% in 2019, while overall spend decreased by \$187 million and diverse spend remained relatively flat. As

reported in previous filings, diversity spend in AT&T Mobility is hampered by purchases 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.

Overview

AT&T's employee population is a richly diverse and multifaceted group of people that represent a variety of backgrounds, genders, races, religions, sexual orientations, nationalities and generations. This inclusive workforce inspires AT&T to continuously ensure the supply chain mirrors its employee and customer bases to reflect the communities where we serve, live and work. The Supplier Diversity program encapsulates AT&T's commitment to inclusion by inspiring the team to engage in a variety of platforms to connect with future M/W/DV/LGBTBE vendors.

AT&T Supplier Diversity is proud of its 2019 achievements in awarding \$1.7B in direct and indirect contracts to certified diverse businesses in California. While AT&T celebrates the total dollars spend with diverse businesses, the expansion of our program generated additional measures of success that includes: increasing new projects awarded to diverse prime and Tier-2 suppliers; collecting key supplier metrics to focus on economic impacts (workforce D&I, number of diverse jobs created); expanding business fostering programs, emphasizing more spend in specific underutilized minority categories and advancing advocacy support and achievements through targeted initiatives. These efforts are described in the sections that follow.

9.1.1 Description of Supplier Diversity Program

AT&T's Commitment to the General Order

In 2019, AT&T Supplier Diversity created an annual plan to achieve a 21.54% California diverse spend target with minority businesses (15% - MBEs), women businesses (5% - WBEs), disabled veteran businesses (1.5% - DVBES) and lesbian, gay, bisexual and transgender businesses (.04% - LGBTs). To achieve these targets, the team created process improvements and provided funding through negotiated sponsorships with key minority organizations and agencies that helped us support the inclusion of minority suppliers with the ability to scale more considerable opportunities.

Internal Programming

AT&T Executive Support

The Supplier Diversity Program continued to receive AT&T senior leadership support across our business units, which led to increased awareness and advocacy for diverse business inclusion. The Executive Champion Program enabled the Supplier Diversity Team to build upon relationships within sourcing and internal stakeholders that increased our ability to position diverse vendors for RFPs and increase the number of diverse businesses considered for opportunities. The Executive Champion Program is an initiative to engage AT&T senior leaders to provide diverse suppliers business development assistance through coaching and mentoring and broaden a diverse supplier's understanding about AT&T's business. The executive also helps position a supplier to compete for AT&T contract and subcontract opportunities.

Collectively, this support has led to more diverse supplier engagement and increased exposure for diverse suppliers in California.

AT&T believes our program sets a new standard for diverse supplier engagement, and we continue to share with other corporations and businesses this paradigm and approach to diverse business growth. Our goal is to deliver meaningful and measurable programs that stimulate the economic growth of diverse companies and communities.

Supplier Advocates

In 2019, AT&T continued efforts to expand the advocacy of diverse suppliers with its refreshed approach and restructured organization. AT&T's Supplier Diversity Advocacy team, which consisted of six supplier diversity managers, were fully engaged to elevate meaningful activities and connections for diverse suppliers across all AT&T procurement categories. The advocacy team is assigned directly to Global Supply Chain leadership to enhance visibility into ongoing competitive RFP opportunities and overall growth plans within specific spend categories.

Each spend category is supported by a specific Supplier Diversity Manager who serves as the subject matter expert for procurement practices and diverse supplier engagement opportunities for a focus area. This elevated advocacy approach allowed for better alignment and collaboration with key stakeholders and budget owners within our business units, and this streamlined approach resulted in greater exposure of diverse suppliers across internal AT&T business units and sourcing teams.

Lesbian, Gay, Bi-Sexual and Transgendered (LGBT) Advocacy

During 2019 AT&T launched a new California procurement goal of .04% with Supplier Clearinghouse certified LGBT vendors. Section 10.1.6 in this report provides an outline of the focus areas of the plan. The AT&T Supplier Diversity Team worked diligently to identify new LGBT certified businesses for direct and indirect contracts and positions LGBT businesses with AT&T business units, sourcing teams and prime suppliers. LGBT suppliers identified were aligned with projects in Corporate Real Estate, marketing and

advertising and content. Additionally, the team achieved success positioning these suppliers for RFPs and internal lists for near-term projects.

The Supplier Diversity Team's advocacy and outreach was expanded by engaging leadership from AT&T's LGBT Employee Resource Group, LEAGUE, (national and regional chapters) to support our efforts within this segment. LEAGUE groups located in nearly 30 states participated in Supplier Diversity training sessions to encourage:

- Volunteerism at supplier diversity symposiums
- Assistance with identifying potential contracting opportunities
- Introductions to key decision makers within their business unit

Encouraged by LEAGUE member enthusiasm and willingness to connect potential suppliers - we believe our collective efforts will be a catalyst for success.

Supplier Diversity Process Enhancements

Vetting new suppliers is a continuous process that required enhancements to existing methods. As such, our team created new and improved methods and procedures to define the standardization across the organization for prospective supplier intake and evaluation. The new Prospective Supplier In-Take process was implemented during the first quarter of 2019.

The new process established a time for intake, and first initial contact. The common pathway for new prospective diverse vendors to be identified is as follows:

- External conferences and business matchmakers
- Supplier registration in the AT&T supplier portal
- Referrals from external advocacy groups or AT&T business stakeholders

Through each point of entry, prospective suppliers are asked complete a registration profile in the AT&T Supplier Portal (www.attsuppliers.com) prior to discussing possible next steps with our organization. During 2019, eight hundred seventy-four (874) diverse vendors submitted a profile; twenty percent (20%) were California businesses. All M/W/DV/LGBTBEs who accurately completed their registration, received a response from a member of the supplier diversity team. Those suppliers who were considered “high potential businesses” based on specific criteria, were provided opportunities be positioned for additional consideration such as introductions to Global Supply Chain directors, executives and AT&T prime suppliers. Additionally, the improved process ensured that each supplier received some degree of feedback, response and support.

Procurement Enhancements

System enhancements were instrumental in ensuring that diverse business inclusion remained an ongoing priority. In 2019, AT&T Supplier Diversity was instrumental in strengthening our contracting language, enabling our team to add clauses focused on increasing direct and subcontracting opportunities for diverse suppliers.

Additional tools were also deployed to drive increased minority supplier inclusion. Online guides were developed to assist contract managers with their negotiations with Prime Suppliers to establish minority spend commitments to Supplier Diversity. Other improvements included creating supplier search tools which enabled contract managers to easily search diverse suppliers for procurement opportunities. AT&T Supplier Diversity received outstanding support and resources from our leadership, which exemplifies AT&T’s commitment to support the development and deployment of the program.

Supplier Portal

AT&T Supplier Diversity continued bridging supplier connections by promoting its online supplier engagement portal, called Virtual Matchmaking on Demand (V.M.O.D). Located on Supplier Diversity's home page, the V.M.O.D platform connected primes with minority vendors allowing potential M/W/DV/LGBTBEs to add a company profile and provide supplemental details about their product and services.

Portal enhancements now provide more in-depth Diversity and Inclusion (D&I) metrics. As a result, AT&T can depict deeper insights on how our program stimulates job creation, as well as provide information that helps determine overall economic impacts our supply chain had on the communities we served. By allowing our suppliers to have complete control over their information in the portal, more current supplier information is available, providing critical data to sourcing professionals when assessing a supplier's compatibility with upcoming procurement opportunities. In 2019, two hundred fourteen (214) California diverse businesses registered in the system.

External Programming

Investment in **technical assistance programs** remained a top priority at AT&T, helping educate M/W/DV/LGBTBEs in various stages of growth. AT&T invested close to \$1 million to subsidize activities in California to build small businesses capacity through informal mentoring opportunities, minority outreach events, and formal workshops, to executive educational scholarships produced by top premier universities and AT&T's proprietary program.

First Quarter Highlights

AT&T kicked off 2019 by securing two premier LGBT sponsorships from the San Francisco Golden Gate Business Association and the Los Angeles Gay & Lesbian

Chamber of Commerce. Supplier Diversity along with representatives from supply chain, external affairs, AT&T LEAGUE network and other internal resource team members supported these events and played an active role in facilitating introductions between AT&T decision makers and new prospective businesses.

These forums played an important role for AT&T to share our company's commitment to expanding our supply chain and increasing the number of LGBT vendors into our base. As a result of our outreach efforts, Supplier Diversity identified candidates registered through the Supplier Clearinghouse in the areas of technology, corporate real estate and marketing to position with decision makers at AT&T.

Second Quarter Highlights

Supplier Diversity hosted the "Building for Success and Business Matchmaker Conference" held at AT&T headquarters in Dallas, TX. AT&T contracted a certified disabled veteran-owned business as the conference manager and business matchmaker organizer. The conference participants had the opportunity to attend a variety of workshops about marketing and business strategies in addition to connecting with sourcing managers, AT&T executives and prime suppliers during the day.

The event was marketed to diverse suppliers through several California based organizations. In addition, the team extended invitations to nearly 100 California certified minority businesses. The conference generated 190 registered attendees and 24 sourcing representatives. The business matchmaker yielded 224 meetings and 874 unique matches generated between primes, buyers and suppliers.

Third Quarter Highlights

AT&T Supplier Diversity provided an array of technical assistance workshops and seminars, secured through negotiated sponsorships with select diverse business

organizations and agencies. The in-person seminars provided valuable information to M/W/LGBTBEs by provided business development and industry focused learning to expand their businesses knowledge and enable them to learn new growth strategies. The classes were presented by supplier diversity professionals, industry subject matter experts, successful minority businesses and supply chain leaders. There were nine workshops covered in this quarter, sessions listed below:

- July 12: Empow(HER) 20/20, WBEC Pacific – *Bring Your Brand into Focus*
- July 24: Unconventional Women’s Conference, WBEC West – *Building Your Brand*
- July 25: MBE Biz Talk, Southern CA MSDC – *“FIDGET Branding”*
- July 26: Pacific Southwest MSDC Supplier Summit – *“The Next Wave of Disruption”*
- July 30: Korean Chamber Business Summit – *“Doing Business with Utilities”*
- August 14: NGLCC International Business Conference – *“Disruptive Strategies to Win Corporate Contracts”*
- August 23: Western Regional MSDC Business Expo – *“The Digitized Supplier”*
- September 11: 16th Annual WBEC West Procurement Conference - *“Disruptive Strategies to Win Corporate Contracts”*
- September 27: MBE Biz Talk, Southern CA MSDC – *“Hiring Right: Talent Acquisition & Management for Small Businesses”*

Fourth Quarter Highlights

The end of the year presented many opportunities to connect with the veteran business and service-disabled veteran business community. The AT&T team participated in activities in six different cities, which were hosted by regional and national advocacy groups. These events provided DVBES with a wide range of activities such as: pitch contests, matchmaking, educational workshops, small business resources, and the opportunity to meet with local politicians and corporate executives.

The AT&T Supplier Diversity team and its outreach ambassadors provided valuable information to this segment about how to be engaged with AT&T Global Supply Chain

Business Outreach

An important element of California's Supplier Diversity's program was securing sponsorships through select minority business advocacy groups and certification agencies that would offer a platform to connect with local diverse businesses. AT&T participated at 40 national and regional conferences (*listed after key highlights*) to identify certified M/W/DV/LGBTBEs for future contracting opportunities.

2019 Outreach – Regional/National

Golden Gate Business Association <i>Power Lunch</i>	Southern California Minority Supplier Development Council <i>Minority Business Opportunity Day</i>	Women's Business Enterprise National Council's <i>Summit & Salute</i>	Western Business Alliance LGBT <i>Economic Summit & Conference</i>	Disability: IN (Inclusion) <i>2019 Supplier Conference</i>
Western Regional Minority Supplier Development Council <i>Prime Time Event</i>	Women's Business Enterprise Council - Pacific <i>Procurement Conference</i>	National Business Inclusion Consortium's <i>Best of the Best</i>	California Public Utilities Commission <i>SoCal Small Business Expo</i>	Small Business & DVBE Summit
Western Regional Minority Supplier Development Council <i>Awards Gala</i>	Western Regional Minority Supplier Development Council's <i>Business Growth Acceleration Program Graduation</i>	AT&T's <i>Supplier Conference</i>	National Minority Supplier Development Council's <i>Awards Gala</i>	San Diego Veterans Event
CalVet Central's <i>Veteran Expo</i>	NorCal Procurement Technical Assistance Center's <i>2019 Procurement Expo</i>	United States Pan Asian American Chamber of Commerce <i>CelebrAsian Conference</i>	National LGBT Chamber of Commerce's <i>National Dinner</i>	Veteran Small Business Summit
Western Regional Minority Supplier Development Council's <i>Minority Business Enterprise Input Committee Workshop</i>	California Public Utilities Commission <i>NorCal Business Expo</i>	Women's Business Enterprise National Council's <i>National Business Conference</i>	Women's Business Enterprise Council - Pacific <i>Empow(HER) 2020</i>	
National Veteran Business Development Council's <i>Veteran's Business Matchmakers</i>	Women's Business Enterprise Council - West <i>Unconventional Women's Conference</i>	Southern California Minority Supplier Development Council <i>Biz Talk</i>	Pacific Southwest Minority Supplier Development Council's <i>Supplier Summit</i>	
Korean Chamber of Commerce's <i>Business Summit</i>	National LGBT Chamber of Commerce's <i>International Business Conference</i>	Western Regional Minority Supplier Development Council's <i>Business Expo</i>	Women's Business Enterprise Council - West <i>2019 Procurement Conference</i>	
United States Hispanic Chamber of Commerce's <i>National Convention</i>	Southern California Minority Supplier Development Council's <i>Biz Talk</i>	California Public Utilities Commission <i>En Banc</i>	National Minority Supplier Development Council's <i>National Business Conference</i>	
Southern California Minority Supplier Development Council's <i>Leadership Excellence Awards</i>	Elite Serve Disabled Veterans of Business <i>4th Annual NorCal Summit</i>	Western Regional Minority Supplier Development Council's <i>Builders & Tradespeople Construction Day</i>	Veterans in Business <i>2019 National Business Conference</i>	

AT&T Global Supply Chain – Diverse Business Achievements

Corporate Real Estate

AT&T's Real Estate Organization (REO) includes Design & Construction and Property Management. REO manages all of AT&T's real estate-related needs, including property management and maintenance, office space, fire safety, building security, design and construction, and more.

In 2019, the REO team conducted a Request for Proposal (RFP) for general contractor services. Of the 55 contractors that responded 50% were diverse firms from California. Additionally, 22 California contractors were selected to participate in a construction RFP which included 13 diverse suppliers of which half were in the final selection.

Specific to our retail store outlets, AT&T included diverse companies in projects that supported new builds at *AT&T Pop Up Stores* across the country. The Supplier Diversity team identified new minority suppliers and report that a California DVBE contractor was awarded 30 retail store construction projects valued over \$3.3M. AT&T anticipates a continuous stream of contracting opportunities throughout 2020 in the Design and Construction space for California minority businesses, including landscaping and electrical services projects for parts of Sacramento and the Central Valley areas.

The Property Management team sought suppliers that could provide services such as janitorial, security guards, and/or facility maintenance to our central offices and retail locations. Last year, a California diverse owned company was awarded eight new locations for security guard services. Also, the team reported that 40% of Tier-2 spend in repairs services for retail outlets was with California M/W/DV/LGBTBE suppliers, a value of over \$1.3 million.

Historically, diverse results for the Real Estate Organization have been very strong in both Tier-1 and Tier-2 spend for AT&T's Supplier Diversity program and we anticipate this category will remain an active space for current and prospective California based diverse suppliers.

Advertising

AT&T continued to drive positive results in the Advertising category. In last year's filing, we noted that Advertising had moved from an underperforming category to a success story, which continued to be the trend in 2019.

Subcontracting opportunities through AT&T's agency roster remained a key pathway for increased opportunities for California based companies in areas such as production, casting, print, apparel, promotional products, media and staffing. Overall, AT&T's agencies spent over \$17M with Tier-2 diverse suppliers in 2019, compared to \$13M in 2018. This 30% year over year increase was partially attributable to the Supplier Diversity team's efforts to engage additional agencies in its Prime Supplier Tier-2 Program. Another achievement we are delighted to report was adding 13 new California diverse suppliers to AT&T projects (*Tier-2 awards*). Additional prominent successes specific to California based suppliers are summarize below:

- Additional projects awarded to a California based agency worth \$4.5M.
- \$1.9M in additional spend for broadcast production with a WBE through a creative agency.
- \$405K in new business across 5 diverse apparel and promotional products companies.
- Engaged a new WBE for staffing and productions services for \$825K in new Tier 2 spend.

AT&T spent over \$237M with diverse suppliers in this very challenging space in 2019, which equates to a 7% increase in diverse spend over 2018. Collaboration efforts and elevated advocacy will continue to be the strategy for the Advertising Category in 2020, as AT&T remains committed to reporting ongoing success in this space for California businesses.

Executive Education and Business Fostering

AT&T understands that diverse suppliers need support to be successful and grow their business. Traditionally AT&T has supported executive education programs through third party institutions and the AT&T Business Growth Initiative Program. To foster more advancement and growth, the AT&T Supplier Diversity Team launched an aggressive approach to engaging our prime suppliers to include diverse suppliers on AT&T contracts. AT&T requires our primes to submit an annual plan for subcontracting with quarterly reporting. We support their success by making referrals and convening meetings with both parties.

AT&T also engages our larger diverse businesses to serve as mentors to smaller diverse businesses. We believe both elements of this supplier diversity pillar will help stimulate diverse business success and promote growth that will improve the business eco-system in diverse communities.

In 2019, 13 scholarships were awarded to diverse owned businesses whose owners were looking to overcome their challenges and learn new ways to expand and scale to new growth. California diverse owned businesses were included in the programs below:

- **Tuck Executive Education at Dartmouth – Diversity Business Programs**

A California based M/LGBT owned business attended the *Growing an Established Diverse Business* program in Hanover, New Hampshire. During the one-week program, business executives learned vital frameworks and skills needed to expand their scale and scope. Topics discussed related to successful design and implementation of growth strategies. Sessions were also devoted to financial skills, including business valuation and alternative sources of capital, to deliver the insights needed to develop strong financial footing for growth.

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

Each year AT&T Supplier Diversity proudly sponsors its signature national education and mentorship program, the *Business Growth Acceleration Program (BGAP)*. In 2019 the BGAP program sponsored a total of 10 diverse business owners, including a California-based supplier.

BGAP is an initiative to support diverse-owned businesses with their growth plan and capacity building execution. The course partners a select group of business executives and engages them with experienced leaders and mentor sessions throughout the program. While the program is designed to assist with overall business growth, we are pleased that several of the program participants from the previous year were offered an opportunity to participate in AT&T's RFP (request for proposal) process and two (2) California firms received contracts.

Awards

Last year, AT&T Supplier Diversity was acknowledged by national and regional minority (M/W/DV/LGBTBE) councils and advocacy groups for our world class initiatives. AT&T

is proud of our accomplishments in 2019 and appreciates being recognized as a leader in Supplier Diversity and minority inclusion. Some of our California and National awards received were:

- San Francisco Business Times – *Top Companies for Supplier Diversity, #2 AT&T*
- Southern CA MSDC – *2019 Community Visionary Award*
- NaVOBA – *2019 Top Corporation for Veterans*
- National Business Inclusion Consortium – *2019 Best of the Best Corps for Inclusion*
- WBENC – *2019 Hall of Fame Award – Highest honor for a corporate member*
- NMSDC – *2019 CEO of the Year*
- United States Hispanic Chamber of Commerce – *Million Dollar Club*

9.1.2 WMDVLGBTBE Annual Results by Ethnicity

2019

AT&T Combined Companies

Summary of Diverse Supplier Purchase Table

AT&T Total Combined Companies					
Results by Ethnicity & Gender					
		Direct	Sub	Total \$	Total %
Minority Male	Asian Pacific American	\$87,783,466	\$48,210,267	\$135,993,733	1.79%
	African American	\$197,611,455	\$40,554,911	\$238,166,366	3.14%
	Hispanic American	\$513,589,925	\$71,730,431	\$585,320,356	7.72%
	Native American	\$1,780,043	\$5,422,099	\$7,202,142	0.10%
	Multi-Ethnic American	\$0	\$7,506,155	\$7,506,155	0.10%
	Total Minority Male	\$ 800,764,889	\$ 173,423,864	\$ 974,188,753	12.86%
Minority Female	Asian Pacific American	\$28,002,193	\$1,308,144	\$29,310,337	0.39%
	African American	\$1,539,234	\$0	\$1,539,234	0.02%
	Hispanic American	\$63,166,179	\$2,234,361	\$65,400,540	0.86%
	Native American	\$269,337	\$4,325	\$273,662	0.00%
	Multi-Ethnic American	\$0	\$0	\$0	0.00%
	Total Minority Female	\$92,976,944	\$3,546,830	\$96,523,774	1.27%
Total Minority Business Enterprise (MBE)		\$893,741,833	\$176,970,694	\$1,070,712,527	14.13%
Women Business Enterprise (WBE)		\$438,364,755	\$164,557,855	\$602,922,610	7.96%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$578,684	\$578,684	0.008%
Disabled Veteran Business Enterprise (DVBE)		\$13,538,291	\$12,050,175	\$25,588,466	0.34%
Other 8(a)*		\$313,412	\$0	\$313,412	0.00%
TOTAL WMDVLGBTBE		\$1,345,958,291	\$354,157,408	\$1,700,115,699	22.43%
Net Procurement**		\$7,578,128,238			
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					

2019
AT&T California
Summary of Diverse Supplier Purchase Table

AT&T California					
Results by Ethnicity & Gender					
		Direct	Sub	Total \$	Total %
Minority Male	Asian Pacific American	\$48,294,948	\$16,430,645	\$64,725,593	2.85%
	African American	\$58,897,284	\$13,821,607	\$72,718,891	3.20%
	Hispanic American	\$169,456,501	\$24,446,603	\$193,903,104	8.53%
	Native American	\$1,697,816	\$1,847,917	\$3,545,733	0.16%
	Multi-Ethnic American	\$0	\$2,558,189	\$2,558,189	0.11%
	Total Minority Male	\$278,346,549	\$59,104,962	\$337,451,511	14.85%
Minority Female	Asian Pacific American	\$16,549,924	\$445,831	\$16,995,756	0.75%
	African American	\$581,165	\$0	\$581,165	0.03%
	Hispanic American	\$48,065,051	\$761,497	\$48,826,549	2.15%
	Native American	\$187,271	\$1,474	\$188,745	0.01%
	Multi-Ethnic American	\$0	\$0	\$0	0.00%
	Total Minority Female	\$65,383,411	\$1,208,803	\$66,592,214	2.93%
Total Minority Business Enterprise (MBE)		\$343,729,960	\$60,313,765	\$404,043,724	17.78%
Women Business Enterprise (WBE)		\$156,316,038	\$56,083,318	\$212,399,357	9.35%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$197,223	\$197,223	0.01%
Disabled Veteran Business Enterprise (DVBE)		\$11,747,109	\$4,106,846	\$15,853,956	0.70%
Other 8(a)*		\$23,186	\$0	\$23,186	0.00%
TOTAL WMDVLGBTBE		\$511,816,293	\$120,701,152	\$632,517,445	27.84%
Net Procurement**		\$2,271,958,576			
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					

2019

AT&T Mobility California

Summary of Diverse Supplier Purchase Table

AT&T Mobility - California					
Results by Ethnicity & Gender					
		Direct	Sub	Total \$	Total %
Minority Male	Asian Pacific American	\$21,236,849	\$27,922,803	\$49,159,652	1.06%
	African American	\$101,448,453	\$23,488,913	\$124,937,367	2.69%
	Hispanic American	\$309,835,103	\$41,545,397	\$351,380,500	7.58%
	Native American	\$25,376	\$3,140,414	\$3,165,790	0.07%
	Multi-Ethnic American	\$0	\$4,347,474	\$4,347,474	0.09%
	Total Minority Male	\$432,545,781	\$100,445,001	\$532,990,783	11.49%
Minority Female	Asian Pacific American	\$6,632,696	\$757,661	\$7,390,357	0.16%
	African American	\$821,653	\$0	\$821,653	0.02%
	Hispanic American	\$6,624,669	\$1,294,115	\$7,918,784	0.17%
	Native American	\$38,704	\$2,505	\$41,209	0.00%
	Multi-Ethnic American	\$0	\$0	\$0	0.00%
	Total Minority Female	\$14,117,722	\$2,054,281	\$16,172,003	0.35%
Total Minority Business Enterprise (MBE)		\$446,663,504	\$102,499,282	\$549,162,786	11.84%
Women Business Enterprise (WBE)		\$244,525,091	\$95,309,917	\$339,835,008	7.33%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$335,167	\$335,167	0.01%
Disabled Veteran Business Enterprise (DVBE)		\$1,185,405	\$6,979,316	\$8,164,720	0.18%
Other 8(a)*		\$5,055	\$0	\$5,055	0.00%
TOTAL WMDVLGBTBE		\$692,379,054	\$205,123,681	\$897,502,736	19.36%
Net Procurement**		\$4,636,822,565			
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					

2019

**AT&T Communications of California
Summary of Diverse Supplier Purchase Table**

AT&T Communications of California					
Results by Ethnicity & Gender					
		Direct	Sub	Total \$	Total %
Minority Male	Asian Pacific American	\$17,701,149	\$3,674,168	\$21,375,317	3.30%
	African American	\$36,556,213	\$3,090,743	\$39,646,956	6.12%
	Hispanic American	\$32,146,343	\$5,466,670	\$37,613,013	5.81%
	Native American	\$55,958	\$413,225	\$469,183	0.07%
	Multi-Ethnic American	\$0	\$572,054	\$572,054	0.09%
	Total Minority Male	\$86,459,663	\$13,216,860	\$99,676,523	15.40%
Minority Female	Asian Pacific American	\$4,601,110	\$99,695	\$4,700,806	0.73%
	African American	\$127,767	\$0	\$127,767	0.02%
	Hispanic American	\$8,083,146	\$170,284	\$8,253,430	1.27%
	Native American	\$40,593	\$330	\$40,923	0.01%
	Multi-Ethnic American	\$0	\$0	\$0	0.00%
	Total Minority Female	\$12,852,616	\$270,309	\$13,122,925	2.03%
Total Minority Business Enterprise (MBE)		\$99,312,279	\$13,487,168	\$112,799,448	17.42%
Women Business Enterprise (WBE)		\$36,483,300	\$12,541,169	\$49,024,469	7.57%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$44,102	\$44,102	0.01%
Disabled Veteran Business Enterprise (DVBE)		\$598,458	\$918,360	\$1,516,818	0.23%
Other 8(a)*		\$284,851	\$0	\$284,851	0.04%
TOTAL WMDVLGBTBE		\$136,678,888	\$26,990,799	\$163,669,688	25.28%
Net Procurement**		\$647,363,963			
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					

2019

AT&T Long Distance - California

Summary of Diverse Supplier Purchase Table

AT&T Long Distance - California					
Results by Ethnicity & Gender					
		Direct	Sub	Total \$	Total %
Minority Male	Asian Pacific American	\$550,520	\$182,651	\$733,171	3.34%
	African American	\$709,505	\$153,648	\$863,153	3.93%
	Hispanic American	\$2,151,977	\$271,761	\$2,423,738	11.03%
	Native American	\$893	\$20,542	\$21,436	0.10%
	Multi-Ethnic American	\$0	\$28,438	\$28,438	0.13%
	Total Minority Male	\$3,412,896	\$657,041	\$4,069,937	18.51%
Minority Female	Asian Pacific American	\$218,463	\$4,956	\$223,419	1.02%
	African American	\$8,650	\$0	\$8,650	0.04%
	Hispanic American	\$393,312	\$8,465	\$401,778	1.83%
	Native American	\$2,770	\$16	\$2,786	0.01%
	Multi-Ethnic American	\$0	\$0	\$0	0.00%
	Total Minority Female	\$623,195	\$13,438	\$636,632	2.90%
Total Minority Business Enterprise (MBE)		\$4,036,090	\$670,479	\$4,706,569	21.41%
Women Business Enterprise (WBE)		\$1,040,325	\$623,451	\$1,663,776	7.57%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$2,192	\$2,192	0.01%
Disabled Veteran Business Enterprise (DVBE)		\$7,319	\$45,654	\$52,973	0.24%
Other 8(a)*		\$321	\$0	\$321	0.00%
TOTAL WMDVLGBTBE		\$5,084,055	\$1,341,776	\$6,425,831	29.23%
Net Procurement**		\$21,983,135			
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					

2019

AT&T Combined Companies

Direct Spend

AT&T Total Combined Companies								
2019 Direct Spend Results								
			Products		Services		Total	
			\$	%	\$	%	\$	%
Minority Male	Asian Pacific American	Direct	\$ -	0.00%	\$ -	0.00%	\$ 87,783,466	1.16%
	African American	Direct	\$ -	0.00%	\$ -	0.00%	\$ 197,611,455	2.61%
	Hispanic American	Direct	\$ -	0.00%	\$ -	0.00%	\$ 513,589,925	6.78%
	Native American	Direct	\$ -	0.00%	\$ -	0.00%	\$ 1,780,043	0.02%
	Multi-Ethnic American	Direct	\$ -	0.00%	\$ -	0.00%	-	0.00%
	Total Minority Male		Direct	\$ -	0.00%	\$ -	0.00%	\$ 800,764,889
Minority Female	Asian Pacific American	Direct	\$ -	0.00%	\$ -	0.00%	\$ 28,002,193	0.37%
	African American	Direct	\$ -	0.00%	\$ -	0.00%	\$ 1,539,234	0.02%
	Hispanic American	Direct	\$ -	0.00%	\$ -	0.00%	\$ 63,166,179	0.83%
	Native American	Direct	\$ -	0.00%	\$ -	0.00%	\$ 269,337	0.00%
	Multi-Ethnic American	Direct	\$ -	0.00%	\$ -	0.00%	-	0.00%
	Total Minority Female		Direct	\$ -	0.00%	\$ -	0.00%	\$ 92,976,944
Total Minority Business Enterprise (MBE)		Direct	\$ -	0.00%	\$ -	0.00%	\$ 893,741,833	11.79%
Women Business Enterprise (WBE)		Direct	\$ -	0.00%	\$ -	0.00%	\$ 438,364,755	5.78%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
Disabled Veteran Business Enterprise (DVBE)		Direct	\$ -	0.00%	\$ -	0.00%	\$ 13,538,291	0.18%
Other 8(a)*		Direct	\$ -	0.00%	\$ -	0.00%	\$ 313,412	0.00%
TOTAL WMDVLGBTBE		Direct	\$ -	0.00%	\$ -	0.00%	\$ 1,345,958,291	17.76%
Total Product Procurement			\$ -					
Total Service Procurement			\$ -					
Net Procurement**			\$ 7,578,128,238					
Total Number of WMDVLGBTBEs that received Direct Spend		296						
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								

2019

AT&T Combined Companies

Indirect Spend

AT&T Total Combined Companies									
2019 Indirect Spend									
			Products		Services		Total		
			\$	%	\$	%	\$		%
Minority Male	Asian Pacific American	Sub	\$ -	0.00%	\$ -	0.00%	\$ 48,210,267		0.64%
	African American	Sub	\$ -	0.00%	\$ -	0.00%	\$ 40,554,911		0.54%
	Hispanic American	Sub	\$ -	0.00%	\$ -	0.00%	\$ 71,730,431		0.95%
	Native American	Sub	\$ -	0.00%	\$ -	0.00%	\$ 5,422,099		0.07%
	Multi-Ethnic American	Sub	\$ -	0.00%	\$ -	0.00%	\$ 7,506,155		0.10%
	Total Minority Male	Sub	\$ -	0.00%	\$ -	0.00%	\$ 173,423,864		2.29%
Minority Female	Asian Pacific American	Sub	\$ -	0.00%	\$ -	0.00%	\$ 1,308,144		0.02%
	African American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -		0.00%
	Hispanic American	Sub	\$ -	0.00%	\$ -	0.00%	\$ 2,234,361		0.03%
	Native American	Sub	\$ -	0.00%	\$ -	0.00%	\$ 4,325		0.00%
	Multi-Ethnic American	Sub	\$ -	0.00%	\$ -	0.00%	\$ -		0.00%
	Total Minority Female	Sub	\$ -	0.00%	\$ -	0.00%	\$ 3,546,830		0.05%
Total Minority Business Enterprise (MBE)		Sub	\$ -	0.00%	\$ -	0.00%	\$ 176,970,694		2.34%
Women Business Enterprise (WBE)		Sub	\$ -	0.00%	\$ -	0.00%	\$ 164,557,855		2.17%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$ -	0.00%	\$ -	0.00%	\$ 578,684		0.01%
Disabled Veteran Business Enterprise (DVBE)		Sub	\$ -	0.00%	\$ -	0.00%	\$ 12,050,175		0.16%
Other 8(a)*		Sub	\$ -	0.00%	\$ -	0.00%	\$ -		0.00%
TOTAL WMDVLGBTBE		Sub	\$ -	0.00%	\$ -	0.00%	\$ 354,157,408		4.67%
Total Product Procurement		\$ -							
Total Service Procurement		\$ -							
Net Procurement**		\$ 7,578,128,238							
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									

2019

AT&T Combined Companies

Procurement by Standard Industrial Codes

SIC Categories	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)	VMDV/LGBT/BE	Dollars
SIC 15: Building Construction General Contractors And Operative Builders	\$ 342,524	\$ 48,100	\$ 632,973	\$ 262,643	\$ 2,644,869	\$ 16,181,854	\$ -	\$ -	\$ -	\$ -	\$ 20,172,964	\$ 14,130,262	\$ -	\$ 18,436,626	\$ 28,210	\$ 52,828,062	\$ 388,748,386
	0.03%	0.01%	0.18%	0.07%	0.68%	4.16%	0.00%	0.00%	0.00%	0.00%	5.13%	3.63%	0.00%	4.76%	0.01%	13.53%	
SIC 17: Construction Special Trade Contractors	\$ 5,619,904	\$ 2,408,243	\$ 3,523,430	\$ 2,181	\$ 22,815,307	\$ 2,814,155	\$ 581	\$ -	\$ -	\$ -	\$ 43,183,780	\$ 61,101,208	\$ -	\$ 992,684	\$ 258,064	\$ 105,535,736	\$ 1,086,750,789
	0.52%	0.22%	0.88%	0.00%	2.10%	0.26%	0.00%	0.00%	0.00%	0.00%	3.37%	5.62%	0.00%	0.03%	0.02%	3.17%	
SIC 35: Industrial And Commercial Machinery And Computer Equipment	\$ 1,953,144	\$ 14,435,903	\$ 18,304,200	\$ -	\$ 121,835	\$ 162	\$ 15,552	\$ -	\$ -	\$ -	\$ 34,836,816	\$ 26,171,014	\$ -	\$ -	\$ 1,406	\$ 61,009,230	\$ 295,288,151
	0.66%	4.83%	6.20%	0.00%	0.04%	0.00%	0.07%	0.00%	0.00%	0.00%	11.80%	8.86%	0.00%	0.00%	0.00%	20.65%	
SIC 36: Electronic & Other Electrical Equipment/Components, Except Computer Equip.	\$ 64,243,659	\$ 3,639,877	\$ 156,804,079	\$ -	\$ 488,519,389	\$ 33,112,256	\$ 6,825,371	\$ 273,662	\$ 7,506,155	\$ -	\$ 766,390,449	\$ 417,507,508	\$ 578,684	\$ 5,427,270	\$ 20,507	\$ 1,250,524,418	\$ 4,144,320,712
	1.55%	0.03%	3.78%	0.00%	11.73%	0.34%	0.16%	0.01%	0.18%	0.00%	18.51%	11.52%	0.01%	0.13%	0.00%	30.17%	
SIC 47: Transportation Services	\$ 68	\$ 2,084	\$ 1,134,456	\$ -	\$ 1,940,850	\$ -	\$ 354,326	\$ -	\$ -	\$ -	\$ 3,432,384	\$ 441,931	\$ -	\$ 17	\$ -	\$ 3,874,332	\$ 63,306,038
	0.00%	0.00%	1.64%	0.00%	2.80%	0.00%	0.51%	0.00%	0.00%	0.00%	4.35%	0.64%	0.00%	0.00%	0.00%	5.53%	
SIC 50: Wholesale Trade-durable Goods	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 81,102	\$ -	\$ -	\$ -	\$ -	\$ 81,102	\$ 252	\$ -	\$ -	\$ -	\$ 81,354	\$ 4,638,487
	0.00%	0.00%	0.00%	0.00%	0.00%	1.73%	0.00%	0.00%	0.00%	0.00%	1.73%	0.01%	0.00%	0.00%	0.00%	1.73%	
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%	0.00%
SIC 55: Automotive Dealers And Gasoline Service Stations	\$ 2,238	\$ -	\$ 36,782,085	\$ -	\$ 121,912	\$ 114,573	\$ -	\$ -	\$ -	\$ -	\$ 37,020,808	\$ 1,829,645	\$ -	\$ -	\$ -	\$ 38,850,453	\$ 36,783,847
	0.00%	0.00%	38.00%	0.00%	0.13%	0.12%	0.00%	0.00%	0.00%	0.00%	38.25%	1.83%	0.00%	0.00%	0.00%	40.14%	
SIC 73: Business Services	\$ 62,535,531	\$ 8,516,626	\$ 11,682,891	\$ 1,274,411	\$ 67,834,551	\$ 7,045,340	\$ 5,732	\$ -	\$ -	\$ -	\$ 158,355,741	\$ 18,266,449	\$ -	\$ 317,435	\$ 5,824	\$ 177,604,908	\$ 1,279,415,512
	4.83%	0.61%	0.91%	0.10%	5.30%	0.55%	0.00%	0.00%	0.00%	0.00%	12.42%	1.43%	0.00%	0.03%	0.00%	13.88%	
SIC 81: Legal	\$ 656,640	\$ -	\$ 1,258,717	\$ -	\$ 1,135,573	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,050,391	\$ 324,153	\$ -	\$ -	\$ -	\$ 3,375,164	\$ 47,806,336
	1.72%	0.00%	2.63%	0.00%	2.38%	0.00%	0.00%	0.00%	0.00%	0.00%	6.36%	0.80%	0.00%	0.00%	0.00%	7.06%	
SIC 87: Engineering, Accounting, Research, Management, And Related Services	\$ 567,365	\$ 193,505	\$ 1,983,475	\$ -	\$ 166,069	\$ 50,479	\$ -	\$ -	\$ -	\$ -	\$ 2,387,432	\$ 3,150,209	\$ -	\$ 294,374	\$ -	\$ 6,432,075	\$ 164,341,921
	0.34%	0.12%	1.20%	0.00%	0.11%	0.03%	0.00%	0.00%	0.00%	0.00%	1.81%	1.91%	0.00%	0.18%	0.00%	3.90%	
GROSS PRODUCTS/SERVICES PROCUREMENT	\$ 135,993,733	\$ 29,310,337	\$ 238,166,366	\$ 1,533,234	\$ 585,320,356	\$ 65,400,540	\$ 7,202,142	\$ 273,662	\$ 7,506,155	\$ -	\$ 1,070,712,527	\$ 602,322,610	\$ 578,684	\$ 25,588,466	\$ 313,412	\$ 1,700,115,639	\$ 7,578,128,238
	1.73%	0.33%	3.14%	0.02%	7.72%	0.86%	0.10%	0.00%	0.10%	0.00%	14.13%	7.36%	0.01%	0.34%	0.00%	22.43%	
Total Product Procurement					n/a												
Total Service Procurement					n/a												
Net Procurement***					\$ 7,578,128,238												

NOTE: FIRMS WITH MULT MINORITY OWNERSHIP STATUS
 * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-VMDV/LGBT/BE
 *** NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS
 TOTAL DOLLARS - TOTAL PROCUREMENT DOLLAR AMOUNT IN THE SPECIFIC SIC CATEGORY

2019

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					
# WMDVLGBTBES	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total
Under \$1 million	15	17	0	8	n/a	40	103	119	0	7	5	234
Under \$5 million	31	34	0	0	n/a	65	23	14	0	1	0	38
Under \$10 million	19	22	0	0	n/a	41	8	3	0	1	0	7
Above \$10 million	77	67	0	1	n/a	145	13	4	0	0	0	17
TOTAL	142	140	0	9	n/a	291	142	140	0	9	5	296

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	\$ 6,321,973	\$ 5,385,738	\$ -	\$ -	n/a	\$ 11,707,712	\$ 22,519,067	\$ 25,522,726	\$ -	\$ 2,020,760	\$ 313,412	\$ 50,375,965
Under \$5 million	\$ 86,375,538	\$ 84,636,697	\$ -	\$ -	n/a	\$ 171,012,234	\$ 49,668,005	\$ 27,671,127	\$ -	\$ 2,571,553	\$ -	\$ 79,910,685
Under \$10 million	\$ 142,786,246	\$ 151,218,934	\$ -	\$ -	n/a	\$ 294,005,180	\$ 21,841,936	\$ 22,796,833	\$ -	\$ 8,945,978	\$ -	\$ 53,584,747
Above \$10 million	\$ 23,170,363,083	\$ 7,454,363,738	\$ -	\$ 28,074,050	n/a	\$ 30,652,800,871	\$ 799,712,825	\$ 362,374,069	\$ -	\$ -	\$ -	\$ 1,162,086,894
TOTAL	\$ 23,405,846,840	\$ 7,695,605,108	\$ -	\$ 28,074,050	n/a	\$ 31,129,525,998	\$ 893,741,833	\$ 438,364,755	\$ -	\$ 13,538,291	\$ 313,412	\$ 1,345,958,291

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 Expense Tables

2019 AT&T Combined Companies Program Expenses

AT&T Total Combined Companies	
Program Expenses	
Expense Category	Amount
Wages	\$318,411
Other Employee Expenses	\$841
Program Expenses	\$96,512
Reporting Expenses	\$ -
Training	\$206
Consultants	\$17,082
Other	\$ -
TOTAL	\$433,052
Note: Program expenses for CPUC filing represent 15% of total AT&T Supplier Diversity program expenses. This allocation includes only the AT&T companies registered in California and part of this filing, but not all AT&T Inc. operations in California.	

9.1.4 WMDVLGBTBE Results & Goals

2019 AT&T Combined Companies Progress Toward Goal

AT&T Total Combined Companies		
Progress Toward Goals		
Category	2019 Results	2019 Goals
Minority Men	12.86%	11.00%
Minority Women	1.27%	4.00%
Minority Business Enterprise (MBE)	14.13%	15.00%
Women Business Enterprise (WBE)	7.96%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBT)	0.01%	0.00%
Disabled Veteran Business (DVBE)	0.34%	1.50%
TOTAL WMDVLGBTBE	22.43%	21.50%
% - PERCENTAGE OF NET PROCUREMENT		

2019 AT&T California Progress Toward Goal

AT&T California		
Progress Toward Goals		
Category	2019 Results	2019 Goals
Minority Men	14.85%	11.00%
Minority Women	2.93%	4.00%
Minority Business Enterprise (MBE)	17.78%	15.00%
Women Business Enterprise (WBE)	9.35%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBT)	0.01%	0.00%
Disabled Veteran Business (DVBE)	0.70%	1.50%
TOTAL WMDVLGBTBE	27.84%	21.50%
% - PERCENTAGE OF NET PROCUREMENT		

**2019
AT&T Mobility California
Progress Toward Goal**

AT&T Mobility		
Progress Toward Goals		
Category	2019 Results	2019 Goals
Minority Men	11.49%	11.00%
Minority Women	0.35%	4.00%
Minority Business Enterprise (MBE)	11.84%	15.00%
Women Business Enterprise (WBE)	7.33%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBT)	0.01%	0.00%
Disabled Veteran Business (DVBE)	0.18%	1.50%
TOTAL WMDVLGBTBE	19.36%	21.50%
% - PERCENTAGE OF NET PROCUREMENT		

**2019
AT&T Communications of California
Progress Toward Goal**

AT&T Communications of California		
Progress Toward Goals		
Category	2019 Results	2019 Goals
Minority Men	15.40%	11.00%
Minority Women	2.03%	4.00%
Minority Business Enterprise (MBE)	17.42%	15.00%
Women Business Enterprise (WBE)	7.57%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBT)	0.01%	0.00%
Disabled Veteran Business (DVBE)	0.23%	1.50%
TOTAL WMDVLGBTBE	25.28%	21.50%
% - PERCENTAGE OF NET PROCUREMENT		

**2019
AT&T Long Distance California
Progress Toward Goal**

AT&T Long Distance - California		
Progress Toward Goals		
Category	2019 Results	2019 Goals
Minority Men	18.51%	11.00%
Minority Women	2.90%	4.00%
Minority Business Enterprise (MBE)	21.41%	15.00%
Women Business Enterprise (WBE)	7.57%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBT)	0.01%	0.00%
Disabled Veteran Business (DVBE)	0.24%	1.50%
TOTAL WMDVLGBTBE	29.23%	21.50%
% - PERCENTAGE OF NET PROCUREMENT		

9.1.5 Description of Prime Contractor Utilization of WMDVLGBTBE Subcontractors

AT&T has been a longstanding leader in supplier diversity by identifying and promoting diverse businesses for contract opportunities. The AT&T Prime Supplier program has been instrumental in helping AT&T's primary suppliers increase the use of certified minority-, women-, service-disabled veteran- and veteran- and LGBT- owned businesses in their supply chain.

Supplier diversity managers collaborated with Prime Suppliers to help them create meaningful and measurable goals for diverse supplier utilization with upcoming projects. Diversity managers monitored the performance of Prime Suppliers, identified those who were underperforming against their stated target and implemented creative actions plans to drive increased use of diverse suppliers.

In 2019, AT&T hosted over 120 suppliers (13% from California) in Dallas for matchmaking with Prime Suppliers. This in-person event supplemented AT&T's *Virtual Matchmaking on Demand (VMOD)* tool that continued 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. 2019 reported results were:

- 238 Prime Suppliers and 1209 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

As a result of these efforts, AT&T Prime Suppliers spent \$ 354 million in subcontracting to California M/W/DV/LGBT businesses in 2019. Additional program achievements for the year were:

- \$2.6B in national Tier-2 subcontracting spend
- Sixty-six suppliers exceed AT&T's 21.5% diversity inclusion goal
- Implemented a subcontracting improvement process to engage sourcing leaders as champions in interactions with low-performing Prime Suppliers

2019
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 \$	\$	800,764,889	\$ 92,976,944	\$ 893,741,833	\$ 438,364,755	\$ -	\$ 13,538,291	\$ 313,412	\$ 1,345,958,291
Subcontracting \$	\$	173,423,864	\$ 3,546,830	\$ 176,970,694	\$ 164,557,855	\$ 578,684	\$ 12,050,175	\$ -	\$ 354,157,408
Total \$	\$	974,188,753	\$ 96,523,774	\$ 1,070,712,527	\$ 602,922,610	\$ 578,684	\$ 25,588,466	\$ 313,412	\$ 1,700,115,699
Direct %		10.57%	1.23%	11.79%	5.78%	0.00%	0.18%	0.00%	17.76%
Subcontracting %		2.29%	0.05%	2.34%	2.17%	0.01%	0.16%	0.00%	4.67%
Total %		12.86%	1.27%	14.13%	7.96%	0.01%	0.34%	0.00%	22.43%
Net Procurement**	\$	7,578,128,238							
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									

**2019
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 \$	\$	278,346,549	\$ 65,383,411	\$ 343,729,960	\$ 156,316,038	\$ -	\$ 11,747,109	\$ 23,186	\$	511,816,293		
Subcontracting \$	\$	59,104,962	\$ 1,208,803	\$ 60,313,765	\$ 56,083,318	\$ 197,223	\$ 4,106,846	\$ -	\$	120,701,152		
Total \$	\$	337,451,511	\$ 66,592,214	\$ 404,043,724	\$ 212,399,357	\$ 197,223	\$ 15,853,956	\$ 23,186	\$	632,517,445		
Direct %		12.25%	2.88%	15.13%	6.88%	0.00%	0.52%	0.00%		22.53%		
Subcontracting %		2.60%	0.05%	2.65%	2.47%	0.01%	0.18%	0.00%		5.31%		
Total %		14.85%	2.93%	17.78%	9.35%	0.01%	0.70%	0.00%		27.84%		
Net Procurement** \$		2,271,958,576										
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												

**2019
AT&T 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 \$	\$	432,545,781	\$ 14,117,722	\$ 446,663,504	\$ 244,525,091	\$ -	\$ 1,185,405	\$ 5,055	\$	692,379,054	
Subcontracting \$	\$	100,445,001	\$ 2,054,281	\$ 102,499,282	\$ 95,309,917	\$ 335,167	\$ 6,979,316	\$ -	\$	205,123,681	
Total \$	\$	532,990,783	\$ 16,172,003	\$ 549,162,786	\$ 339,835,008	\$ 335,167	\$ 8,164,720	\$ 5,055	\$	897,502,736	
Direct %		9.33%	0.30%	9.63%	5.27%	0.00%	0.03%	0.00%		14.93%	
Subcontracting %		2.17%	0.04%	2.21%	2.06%	0.01%	0.15%	0.00%		4.42%	
Total %		11.49%	0.35%	11.84%	7.33%	0.01%	0.18%	0.00%		19.36%	
Net Procurement**	\$	4,636,822,565									
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											

2019
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 (DVBE)	Other 8(a)*	TOTAL WMDVLGBTBE							
Direct \$	\$	86,459,663	\$	12,852,616	\$	99,312,279	\$	36,483,300	\$	-	\$	598,458	\$	284,851	\$	136,678,888
Subcontracting \$	\$	13,216,860	\$	270,309	\$	13,487,168	\$	12,541,169	\$	44,102	\$	918,360	\$	-	\$	26,990,799
Total \$	\$	99,676,523	\$	13,122,925	\$	112,799,448	\$	49,024,469	\$	44,102	\$	1,516,818	\$	284,851	\$	163,669,688
Direct %		13.36%		1.99%		15.34%		5.64%		0.00%		0.09%		0.04%		21.11%
Subcontracting %		2.04%		0.04%		2.08%		1.94%		0.01%		0.14%		0.00%		4.17%
Total %		15.40%		2.03%		17.42%		7.57%		0.01%		0.23%		0.04%		25.28%
Net Procurement**	\$	647,363,963														
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																

2019
AT&T Long Distance California
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 \$	\$	3,412,896	\$	623,195	\$	4,036,090	\$	1,040,325	\$	-	\$	7,319	\$	321	\$	5,084,055	
Subcontracting \$	\$	657,041	\$	13,438	\$	670,479	\$	623,451	\$	2,192	\$	45,654	\$	-	\$	1,341,776	
Total \$	\$	4,069,937	\$	636,632	\$	4,706,569	\$	1,663,776	\$	2,192	\$	52,973	\$	321	\$	6,425,831	
Direct %		15.53%		2.83%		18.36%		4.73%		0.00%		0.03%		0.00%		23.13%	
Subcontracting %		2.99%		0.06%		3.05%		2.84%		0.01%		0.21%		0.00%		6.10%	
Total %		18.51%		2.90%		21.41%		7.57%		0.01%		0.24%		0.00%		29.23%	
Net Procurement**	\$	21,983,135															
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 A List of WMDVLGBTBE Complaints Received & Current Status

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

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

During 2019, AT&T continued its focus on diverse supplier advocacy in traditionally low utilization categories such as Legal and Staffing. A Supplier Diversity Manager worked closely with internal organizations in both categories to develop creative and sustainable strategies to positively impact these areas. Collaborative efforts, extensive follow up and ongoing review of progress resulted in significant achievements.

Legal –

In 2019, AT&T Supplier Diversity supported AT&T's Legal Department, specifically its Diversity & Inclusion Committee (D&I Committee). The D&I Committee was tasked with promoting diversity within the Legal Department and the legal community, as well as managing the financial resources allocated to their efforts. The program consists of: (1) Pipeline for elementary students, high school students, college students and young lawyers; (2) Sponsorship Associations; (3) Supplier Diversity; and, (4) Attorney Engagement.

The Legal Department also conducted its annual AT&T Legal Conference which included the Supplier Diversity team. The day-long conference enabled AT&T Supplier Diversity an opportunity to provide a comprehensive overview of AT&T's Supplier Diversity Program, including enhancements in our operations. Collaborative efforts

between AT&T Legal, AT&T Supplier Diversity, and diverse suppliers helped drive an overall increase in minority spend throughout the year.

Beyond the procurement activities, other 2019 highlights achieved in AT&T Legal included:

- Scheduling bi-monthly teleconferences with Supplier Diversity and the D&I Committee
- Attorney speaking engagements
- Promoting a consistent message that minority procurement is a corporate priority
- Hiring minority interns

Throughout the year, the legal department encourages the use of diverse firms with diverse professionals, including women, minorities, disabled veterans, disabled, lesbian, gay, bisexual and transgender professionals. To keep supplier diversity at the forefront, the legal team developed a recognition program honoring law firms' achievements in diversity and inclusion. Awardees were selected based in two categories: (1) firms that contributed to the pipeline of attorneys from diverse backgrounds; and, (2) firms that demonstrated the most progress in diversifying their staff at all levels of the firm.

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

- Asian Americans Advancing Justice of Los Angeles Fellowship
- 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)
- Bar Association of San Francisco – Destination Law School diversity program
- Black Women Lawyers Association of Los Angeles Foundation Scholarship
- Centro Legal de la Raza’s Youth Law Academy, Diversity Legal Pipeline program
- Charles Houston Bar Association Annual Scholarship Gala Dinner
- Constitutional Rights Foundation – Los Angeles/AT&T sponsored Mock Trial Institute
- Hastings School of Law – Women’s Leadership Edge Sponsorship
- John M. Langston Bar Association (AT&T – named scholarship)
- Mexican-American Bar Foundation

Beyond activities in California, AT&T attorneys were engaged throughout the United States with numerous non-profits, the bar association national and regional affiliations, pipeline activities sponsored/conducted by AT&T and participated in various professional development activities.

Notably, AT&T Attorneys were the recipients of the following awards during 2019:

- National Bar Association Women Lawyers Division Outstanding Woman Lawyer-In-House Counsel Award
- Appointment to a second term on the ABA’s Commission on Racial and Ethnic Diversity in the Profession
- Appointment to Treasurer, Board of Directors of the Bar Association of San Francisco

- Appointment to Treasurer, Board of Directors of the Justice and Diversity Center of the Bar Association of San Francisco
- Association of Corporate Counsel/Texas Law Book Award – Outstanding Corporate Counsel Award for Diversity
- Texas General Counsel Forum Magna Stella Award for Diversity

Supplemental Staffing

AT&T's Supplemental Staffing category, experienced significant success in 2019. The Enterprise Contractor Acquisition & Manager (eCAM) oversees suppliers in AT&T's domestic Staff Supplementation Program. As the needs of the business warranted changes to the vendor roster in the program, the Supplier Diversity Advocate worked to ensure that diversity was top of mind.

During 2019, 84% of the active eCAM sourcing suppliers were diverse businesses and 80% of AT&T's overall supplemental staffing budget was spent with these minority and woman owned companies. AT&T spent \$92.2M with eCAM diverse suppliers in 2019. In addition, both departments also collaborated to increase AT&T's Tier 2 spend diverse by \$1.6M with the few non-diverse suppliers in AT&T's eCAM program.

Notably, from a resource perspective, 162 of the 1112 active AT&T staff supplemental workers were working in California. Additionally, 87 of those 162 contractors were new hires in California, which was 11.3% of AT&T's overall new positions in 2019.

10.1.1 AT&T Supplier Diversity Goals

M/W/DV/LGBTBE Annual Short, Mid, and Long-Term Goals by SIC Category																						
		Short-Term 2020							Mid-Term 2021							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
SIC	Product/Service Descriptions	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	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	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%
35	Construction	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%
	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%
36	Industrial/Commercial Machinery	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%
	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	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%
	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	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%
	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	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%
	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 Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year

- Leverage corporate resources to increase Supplier Diversity success within Global Supply Chain
- Increase collaboration with internal business units and divisions for Supplier Diversity engagement
- Continue to provide education and business fostering engagement for diverse business executives and their leadership.
- Broadly communicate Supplier Diversity goals and objectives to AT&T employees
- Expand mentoring opportunities for diverse businesses with executives and senior leaders.

10.1.3 Plans for Recruiting WMDVLGBTBE Suppliers in Low Utilization Areas

AT&T Supplier Diversity made progressive changes on the team and as a result we were able to increase the number of resources to focus on supplier advocacy across our procurement categories. This expansion is expected to produce higher results overall, especially in segments of the business that are considered “under-utilized”. Supply Chain Management is excited about the new structure and collectively we believe it will make our organization stronger.

10.1.4 Plans for Recruiting WMDVLGBTBE Suppliers Where Unavailable

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 General Order 156.

10.1.5 Plans for Encouraging Prime Contractors to Subcontract WMDVLGBTBE Suppliers

In 2020, the Supplier Diversity team reorganized its team’s roles and responsibilities. The new structure allows for more resources being dedicated to collaborating with AT&T prime contractors on diverse supplier utilization for Tier-2 opportunities.

The Supplier Diversity team will also fully implement a Tier-2 Improvement Program that will focus on those prime contractors who have not set, or are falling short, of their target to engage W/M/DV/LGBTBE suppliers as subcontractors for the goods and services being delivered to AT&T. Quarterly reviews will be conducted with the prime

contractors as well as AT&T Global Supply Chain Leadership to develop strategies best to improve the performance of these prime contractors.

Additionally, our new Preferred Supplier Program includes criteria requiring year over year improvement in the utilization of diverse subcontractors or 21.5% in Tier-2 performance for any prime contractor to be considered for this special procurement designation.

10.1.6 Plans for Complying with WMDVLGBTBE Program Guidelines

AT&T will continue its efforts to meet or exceed expectations established by the General Order 156 through a series of planned activities in 2020. Primary areas of focus will be:

- Continue participation in diverse business outreach education and events in California and participation in national and regional diverse business conferences
- Providing formal and informal training to M/W/DV/LGBTBEs in California
- Amplify our Prime Supplier Program with California based prime suppliers
- Identify upcoming opportunities in California to refer certified M/W/DV/LGBTBEs
- Continue to include CA diverse suppliers in open opportunities with AT&T sourcing