



# General Order 156 Report



# 2021 Results & 2022 Plan





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## Introduction

In accordance with California Public Utilities Commission (CPUC) General Order 156, AT&T submits this report on goods and services procured from certified Supplier Clearinghouse minority, women, service-disabled veteran, and lesbian, gay bisexual and transgender businesses (M/W/DV/LGBTBE) in 2021. AT&T's Supplier Diversity organization, operating within AT&T's Global Supply Chain, provides programming oversight for AT&T and its subsidiaries. Results documented in this report include AT&T California (U 1001 C), AT&T Corp. (U 5002 C), AT&T Long Distance (U 5800 C), and the collective wireless companies AT&T Mobility Wireless Operations Holdings Inc. (U 3021 C), New Cingular Wireless PCS, LLC (U 3060 C), and Santa Barbara Cellular Systems, Ltd. (U 3015 C), doing business as AT&T Mobility. Except where specified, these affiliates are collectively referred to as "AT&T."

This report showcases 2021 key activities within our organization and procurement achievements from certified Supplier Clearinghouse M/W/DV/LGBTBE. The report also includes 2022 program objectives and purchasing goals.



## Letter from Rhonda Johnson, President of AT&T California



As AT&T rises to meet the challenges brought on by the pandemic, our top priority continues to be the safety and well-being of our employees, customers, and the communities we serve. We are committed to meeting California's connectivity needs by providing access, support, and solutions through communications technology. Although we have been adapting over the past year to our new reality, our dedication to assisting our customers and supporting our communities will never waver.

I am pleased to share that in 2021 AT&T's diversity spend in California exceeded \$1.6 billion with diverse business enterprises. As detailed in our report, Direct (Tier-1) spend with diverse suppliers increased year-over-year by \$12 million while Sub-contracting (Tier-2) spend declined by \$2 million. AT&T's combined supplier diversity percent was 20.5%. Even in the face of the unprecedented challenges during 2020 and 2021, AT&T continues to invest in California's minority, women, service-disabled veterans, and LGBT-owned businesses.

We are proud to be one of the first corporations in the U.S. to have a supplier diversity program. Since 1968, AT&T has been a longstanding leader in supplier diversity by identifying and promoting diverse businesses with a total of \$214 billion in spend with diverse suppliers over the past 53 years of the Supplier Diversity program.

A resilient supply chain is mission-critical to supporting our business operations, and Supplier Diversity has long been an essential component of our identity. Our supply chain process embraces the AT&T culture of ensuring that diversity and inclusion are top-of-mind in all our corporate endeavors, including supplier selection.

As we emerge from the pandemic and AT&T invests in new technologies critical to keeping California connected, we will continue making targeted efforts to ensure that diverse businesses are part of that transformation.

Sincerely,

A handwritten signature in black ink that reads "Rhonda J. Johnson".

Rhonda Johnson  
President of AT&T California



## Overview of California Diversity Purchasing Achievements

AT&T Annual CPUC Filing 2021			
AT&T	2021 Total Spend \$	Supplier Diversity Spend \$	2021 Diversity %
AT&T California	\$2,067,322,139	\$491,217,481	23.8%
AT&T Mobility	\$5,095,123,045	\$975,137,953	19.1%
AT&T Corp	\$722,429,886	\$146,483,720	20.3%
AT&T Long Distance	\$48,515,584	\$10,931,520	22.5%
<b>AT&amp;T (Combined Companies)</b>	<b>\$7,933,390,653</b>	<b>\$1,623,770,674</b>	<b>20.5%</b>

Note: AT&T Communications subsidiary includes spend for AT&T Teleport, a registered AT&T company in CA

AT&T's combined diversity spend totaled \$1.6 billion for 2021 and a \$10 million increase compared to 2020 results. Direct (Tier-1) spend with diverse suppliers decreased year over year by \$12.4 million while sub-contracting (Tier-2) spend decreased only by \$2.1 million. The overall AT&T supplier diversity spend percentage was 20.5%, which is below goal and represents a decrease over previous year results of 21.1%. This decline in supplier diversity percentage was driven by an increase in overall spend base.

At the subsidiary level, GO 156-reporting companies AT&T California and AT&T Long Distance exceeded the 21.5% goal. AT&T Mobility supplier diversity spend improved by \$23 million in 2021, but supplier diversity percentage declined to 19.1% because of a \$240 million increase in overall spend associated with wireless devices. As reported in previous filings, diversity performance in AT&T Mobility results are greatly impacted by purchases of wireless devices. 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.

Furthermore, two of our prominent minority suppliers are certified under the National Minority Supplier Development Council (NMSDC) Growth Initiative, but do not qualify for CPUC certification. The Growth Initiative allows NMSDC-certified MBEs with the potential for substantial growth to access equity capital from institutional investors while retaining their minority status through management and control of their business enterprise. To facilitate significant capital investment from non-minority partners, the Growth Initiative creates a new certification category – minority-controlled firms. Our California spend with these two suppliers reached \$116 million and inclusion of these results would have led AT&T to report a supplier diversity of 22%, thus exceeding its CPUC goal.



## Commitment to Diversity

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

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

- Connected with diverse businesses through virtual platforms and events
- Promoted contracting opportunities through sponsored external constituency groups
- Recommended M/W/DV/LGBT business enterprises for corporate contracts through RFPs
- Monitored, measured, and communicated with Prime Suppliers for greater engagement
- Strengthened internal relationships with business units and supply chain leaders
- Promoted executive engagement with diverse businesses
- Reorganized roles and responsibilities on the Supplier Diversity team to provide expanded commodity coverage
- Tracked key supplier metrics in workforce diversity and inclusion and diverse job creation.

AT&T's engagement strategy helped facilitate \$1.6B in direct and in-direct contracts to certified Supplier Clearinghouse diverse businesses in California. This report provides a description of key initiatives executed last year to expand opportunities for diverse businesses.

### 9.1.1 Description of Supplier Diversity Program

Our Supplier Diversity program seeks to make meaningful and measurable contributions to the economic growth of diverse companies and communities. Through our program, we aim to stimulate job growth and be a catalyst to encourage diverse business development.

Minority, Women, Disabled Veteran and LGBT owned suppliers bring value to AT&T by providing innovative and cost-effective solutions. These solutions help deliver world-class products and services to our customers. As a component of our efforts, we have established a California Supplier Diversity Annual Plan. The plan's goal is 21.54% for California Supplier Clearinghouse certified diverse vendors – 15% with minority businesses, 5% with women businesses, 1.5% with disabled veteran businesses, and .04% with lesbian, gay, bisexual and transgender businesses.





## Executive Advocacy

AT&T executives play an essential role in Supplier Diversity's success. We believe our success begins at the top. Our CEO, John Stankey, issued the following statement "Through our Supplier Diversity program, we aim to make meaningful contributions to the economic growth of diverse companies and communities. We value the innovation and fresh ideas that diverse businesses bring to the table, and we're committed to providing resources that can help drive their development and success."

This commitment is embraced by supplier diversity leadership, senior-level managers, and business unit leaders who drive our business opportunities. Our leaders underscore their commitment by conducting meetings with suppliers and discussing AT&T business direction and opportunities, which provides invaluable access to diverse businesses at higher levels of our company. Supply Chain professionals collaborate with the Supplier Diversity team and strive to include certified diverse firms in each sector of our supply chain. This group of professionals provides quarterly executive dashboard reports to senior leadership keeping them accountable and informed about our Supplier Diversity metrics and overall spend results.

## Supplier Diversity Sourcing Managers

AT&T's Supplier Diversity Program places significant emphasis on supplier advocacy efforts. Our Senior Supplier Diversity Sourcing Managers are aligned to support specific category areas and the sourcing team is responsible for managing a commodity category throughout the procurement process. Supplier Diversity managers also have the responsibility to work with AT&T business units that utilize the services and products within each category. This approach has allowed collaboration with key business partners, enabling our team to advocate for diverse vendors effectively.

Senior Supplier Diversity Sourcing Managers actively engage with the procurement teams in the evaluation and decision-making process to increase diverse utilization during contract awards. We have implemented quarterly review sessions with AT&T leadership to highlight diverse spend results.

## AT&T Supplier Registration Process

AT&T Supplier Diversity has established a process to respond to all new diverse supplier registrations upon completing registration. All new submitted registrations into our supplier portal at [www.attsuppliers.com](http://www.attsuppliers.com) are reviewed and forwarded to the appropriate Supplier Diversity Advocate for screening. This process enables our team to respond to diverse suppliers appropriately and timely when registered in our database. In 2021, the supplier diversity team received over 900 registrations, of which 18% were from California diverse businesses: Female (75), Hispanic Owned (45), Asian Owned (36), Black Owned (16), Native American Owned (5), Other/Multi-Ethnic (27), DVBE (11), and LGBTQ+ (8).

## External Programming

Early in 2020, the COVID-19 pandemic required our team to make programming adjustments to determine how to support external organizations fiscally and operationally. While AT&T curtailed most corporate travel through end of 2021, support for events continued with advocacy



organizations in virtual settings, enabling the team to participate in variety of different forums to connect with diverse businesses across the nation.

Diverse business conferences experienced a decline compared to previous years; however, over 50% of AT&T's event engagements were conducted in California to connect with local minority organizations. Listed below is a snapshot of the top 2021 matchmakers and conferences supported by AT&T Supplier Diversity:

- SCMSDC Leadership Excellence Awards
- Veterans in Business Network National Conference
- B3 Conference & Expo
- CPUC Matchmaking Event 2021
- Empower U Women in Business Live Webinar Series
- Western Region Minority Supplier Development Council (WRMSDC) Awards/Matchmaker
- WRMSDC Celebration & Fundraiser -
- WRMSDC Construction Day Matchmaker
- WRMSDC Expo (matchmaker)
- Join Utilities meetings and CPUC En Banc

## Executive Education

AT&T proudly offers executive-level scholarships to support and sponsor diverse businesses to thrive and prosper in today's economy. As part of our commitment to making meaningful and measurable contributions, scholarships are offered to CEOs of certified diverse-owned businesses for the following programs

### Tuck Executive Education Programs at Dartmouth College - Hanover, New Hampshire

Sessions cover growth strategy and strategy implementation to achieve profitable expansion. Units on finance essentials, including business valuation and sources of capital, deliver the insights needed to develop strong financial footing, while discussion of lean operations offers insights about reducing costs while maintaining quality. The program also considers strategic alliances, acquisition strategy, and innovation. The program welcomes owners of diverse business enterprises who have five to ten years of ownership management experience and corporate sales of \$400,000 or more.

### WBENC – WeTHRIVE

The WeTHRIVE executive education program is designed to support and position woman owned businesses for future growth and success. During the 8-week program, WBEs will attend virtual learning sessions across five disciplines (Leadership & Communication, Financial Management, Business Strategy, Operations & Human Resources, and Marketing & Sales). WeTHRIVE participants are assigned one of three course tracks based on a personal and business assessment completed in their application – SURVIVE (\$1M), GROW (\$1M+), or THRIVE (\$5M+).

Kellogg School of Management at Northwestern University – Evanston, Illinois. Advanced Management Education Program (AMEP) - NMSDC





A custom executive education program created by NMSDC in partnership with the Kellogg School of Management at Northwestern University to provide certified, established, expansion-oriented MBEs with the skills and tools needed to achieve and sustain accelerated growth. NMSDC corporate members recommend high-potential MBEs with sales greater than \$5 million in manufacturing and distribution and at least \$3 million for service and be at least 3 years in business to participate in the four-day program. Through this interactive curriculum and team-based study, MBEs learn growth strategies specifically to build capacity and sustainability for the future. The program includes most meals and accommodations.

### AT&T Business Growth Acceleration Program

AT&T Supplier Diversity proudly sponsors a signature diverse supplier mentoring program, the Business Growth Acceleration Program (BGAP), an initiative to help diverse-owned businesses thrive in today's market. This educational program mentors a select group of business leaders toward improving their business operations and enhancing their abilities to win corporate contracts. The practical, hands-on learning approach enables each participant to immediately apply concepts learned to their individual business challenges.

Sponsorships are offered to qualified business leaders who are certified as a diverse supplier with an AT&T-recognized certification agency, and who have at least 3 years of ownership experience and annual revenue of \$1 million or more. The 5-month program is comprised of group sessions conducted online and in person. At the conclusion of the program, CEOs will have the opportunity to present a business pitch to AT&T leaders. Additionally, AT&T provides on-going mentoring to diverse suppliers. Participants have access to mentors consisting of AT&T senior leaders and Supply Chain Managers, business executives, industry experts, and supplier diversity leaders.

In 2021, AT&T successfully continued the BGAP and sponsored diverse business owners to attend our national mentorship and education program, **20%** from California.

### Supplier Diversity Awards

AT&T was proud to be recognized for its Supplier Diversity program at the national, regional, and local levels. These awards represent the commitment of our leadership and the hard work of our employees and Supplier Diversity team. 2021 Awards and Recognition:

- Diversity Inc: Ranked #4 Top Corporations Supplier Diversity
- Corporation of the Year by Georgia Minority Supplier Development Council
- Corporation of the Year by Florida State Minority Supplier Development Council
- Corporation of the Year by Dallas Fort Worth Minority Development Council
- Top Corporation for Women Businesses by Women's Business Enterprise National Council
- Top Corporation for Women Owned Businesses by Georgia Women's Business Council
- Buy Those That Buy Us Award by Dallas Fort Worth Minority Development Council
- COVID-19 Responder Award by New Jersey Board of Public Utilities Supplier Diversity Development Council



## 9.1.2 WMDVLGBTBE Annual Results by Ethnicity

### 2021 AT&T Combined Companies Summary of Diverse Supplier Purchase Table

AT&T (Combined Companies)		2021		G.O. #156 Sec. 9.1.2		
WMDVLGBTBE Annual Results by Ethnicity						
		2021				
		Direct	Sub	Total \$	%	
1	Minority Male	Asian Pacific American	\$73,095,746	\$66,033,556	\$139,129,301	1.75%
2		African American	\$493,254,773	\$47,790,303	\$541,045,076	6.82%
3		Hispanic American	\$191,829,182	\$75,823,624	\$267,652,806	3.37%
4		Native American	\$1,293,022	\$3,113,287	\$4,406,309	0.06%
5		Multi-Ethnic American	\$0	\$22,107,388	\$22,107,388	0.28%
6		Total Minority Male	\$759,472,723	\$214,868,158	\$974,340,881	12.28%
7	Minority Female	Asian Pacific American	\$28,434,668	\$1,142,519	\$29,577,186	0.37%
8		African American	\$334,745	\$0	\$334,745	0.00%
9		Hispanic American	\$28,939,506	\$1,113,771	\$30,053,277	0.38%
10		Native American	\$28,057	\$14,227	\$42,284	0.00%
11		Multi-Ethnic American	\$0	\$0	\$0	0.00%
12		Total Minority Female	\$57,736,975	\$2,270,517	\$60,007,492	0.76%
13	Total Minority Business Enterprise (MBE)		\$817,209,698	\$217,138,675	\$1,034,348,373	13.04%
14	Women Business Enterprise (WBE)		\$418,868,181	\$128,812,774	\$547,680,955	6.90%
15	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$43,716	\$278,939	\$322,655	0.004%
16	Disabled Veteran Business Enterprise (DVBE)		\$28,949,769	\$5,019,801	\$33,969,570	0.43%
17	Other 8(a)*		\$7,449,121	\$0	\$7,449,121	0.09%
18	<b>TOTAL WMDVLGBTBE</b>		<b>\$1,272,520,484</b>	<b>\$351,250,190</b>	<b>\$1,623,770,674</b>	<b>20.47%</b>
17	<b>Net Procurement**</b>		<b>\$7,933,390,653</b>			

NOTE: \* FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  
 \*\* NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS  
 Direct - DIRECT PROCUREMENT  
 Sub - SUBCONTRACTOR PROCUREMENT  
 % - PERCENTAGE OF NET PROCUREMENT



2021  
AT&T California  
Summary of Diverse Supplier Purchase Table

AT&T California		2021		G.O. #156 Sec. 9.1.2		
WMDVLGBTBE Annual Results by Ethnicity						
		2021				
		Direct	Sub	Total \$	%	
1	Minority Male	Asian Pacific American	\$29,397,180	\$18,936,824	\$48,334,004	2.34%
2		African American	\$58,936,615	\$13,705,101	\$72,641,717	3.51%
3		Hispanic American	\$54,196,189	\$21,744,379	\$75,940,568	3.67%
4		Native American	\$884,754	\$892,815	\$1,777,569	0.09%
5		Multi-Ethnic American	\$0	\$6,339,863	\$6,339,863	0.31%
6		<b>Total Minority Male</b>	<b>\$143,414,739</b>	<b>\$61,618,983</b>	<b>\$205,033,722</b>	<b>9.92%</b>
7	Minority Female	Asian Pacific American	\$15,204,955	\$327,647	\$15,532,602	0.75%
8		African American	\$201,238	\$0	\$201,238	0.01%
9		Hispanic American	\$22,818,653	\$319,403	\$23,138,056	1.12%
10		Native American	\$19,148	\$4,080	\$23,228	0.00%
11		Multi-Ethnic American	\$0	\$0	\$0	0.00%
12		<b>Total Minority Female</b>	<b>\$38,243,995</b>	<b>\$651,129</b>	<b>\$38,895,124</b>	<b>1.88%</b>
13	<b>Total Minority Business Enterprise (MBE)</b>		<b>\$181,658,733</b>	<b>\$62,270,113</b>	<b>\$243,928,846</b>	<b>11.80%</b>
14	<b>Women Business Enterprise (WBE)</b>		<b>\$175,350,335</b>	<b>\$36,940,384</b>	<b>\$212,290,719</b>	<b>10.27%</b>
15	<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>		<b>\$29,251</b>	<b>\$79,993</b>	<b>\$109,244</b>	<b>0.005%</b>
16	<b>Disabled Veteran Business Enterprise (DVBE)</b>		<b>\$26,618,951</b>	<b>\$1,439,557</b>	<b>\$28,058,508</b>	<b>1.36%</b>
17	<b>Other 8(a)*</b>		<b>\$6,830,165</b>	<b>\$0</b>	<b>\$6,830,165</b>	<b>0.33%</b>
18	<b>TOTAL WMDVLGBTBE</b>		<b>\$390,487,435</b>	<b>\$100,730,047</b>	<b>\$491,217,481</b>	<b>23.76%</b>
17	<b>Net Procurement**</b>		<b>\$2,067,322,139</b>			

NOTE: \* FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  
 \*\* NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS  
 Direct - DIRECT PROCUREMENT  
 Sub - SUBCONTRACTOR PROCUREMENT  
 % - PERCENTAGE OF NET PROCUREMENT



2021  
AT&T Mobility  
Summary of Diverse Supplier Purchase Table

AT&T Mobility		2021	G.O. #156 Sec. 9.1.2			
WMDVLGBTBE Annual Results by Ethnicity						
		2021				
		Direct	Sub	Total \$	%	
1	Minority Male	Asian Pacific American	\$26,438,927	\$40,511,277	\$66,950,203	1.31%
2		African American	\$391,898,107	\$29,319,127	\$421,217,233	8.27%
3		Hispanic American	\$124,315,143	\$46,517,438	\$170,832,580	3.35%
4		Native American	\$375,463	\$1,909,987	\$2,285,450	0.04%
5		Multi-Ethnic American	\$0	\$13,562,779	\$13,562,779	0.27%
6		<b>Total Minority Male</b>	<b>\$543,027,640</b>	<b>\$131,820,606</b>	<b>\$674,848,246</b>	<b>13.24%</b>
7	Minority Female	Asian Pacific American	\$7,635,587	\$700,930	\$8,336,516	0.16%
8		African American	\$76,582	\$0	\$76,582	0.00%
9		Hispanic American	\$2,523,088	\$683,293	\$3,206,381	0.06%
10		Native American	\$3,813	\$8,728	\$12,541	0.00%
11		Multi-Ethnic American	\$0	\$0	\$0	0.00%
12		<b>Total Minority Female</b>	<b>\$10,239,069</b>	<b>\$1,392,952</b>	<b>\$11,632,021</b>	<b>0.23%</b>
13	<b>Total Minority Business Enterprise (MBE)</b>		<b>\$553,266,709</b>	<b>\$133,213,558</b>	<b>\$686,480,267</b>	<b>13.47%</b>
14	<b>Women Business Enterprise (WBE)</b>		<b>\$205,440,070</b>	<b>\$79,026,032</b>	<b>\$284,466,103</b>	<b>5.58%</b>
15	<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>		<b>\$6,191</b>	<b>\$171,128</b>	<b>\$177,319</b>	<b>0.003%</b>
16	<b>Disabled Veteran Business Enterprise (DVBE)</b>		<b>\$866,431</b>	<b>\$3,079,624</b>	<b>\$3,946,056</b>	<b>0.08%</b>
17	<b>Other 8(a)*</b>		<b>\$68,209</b>	<b>\$0</b>	<b>\$68,209</b>	<b>0.001%</b>
18	<b>TOTAL WMDVLGBTBE</b>		<b>\$759,647,610</b>	<b>\$215,490,343</b>	<b>\$975,137,953</b>	<b>19.14%</b>
17	<b>Net Procurement**</b>		<b>\$5,095,123,045</b>			

NOTE: \* FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  
 \*\* NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS  
 Direct - DIRECT PROCUREMENT  
 Sub - SUBCONTRACTOR PROCUREMENT  
 % - PERCENTAGE OF NET PROCUREMENT



2021  
AT&T Corp  
Summary of Diverse Supplier Purchase Table

AT&T Corp		2021	G.O. #156 Sec. 9.1.2			
WMDVLGBTBE Annual Results by Ethnicity						
		2021				
		Direct	Sub	Total \$	%	
1	Minority Male	Asian Pacific American	\$16,337,018	\$6,015,305	\$22,352,323	3.09%
2		African American	\$40,618,010	\$4,353,442	\$44,971,452	6.23%
3		Hispanic American	\$11,625,626	\$6,907,128	\$18,532,754	2.57%
4		Native American	\$28,474	\$283,604	\$312,078	0.04%
5		Multi-Ethnic American	\$0	\$2,013,865	\$2,013,865	0.28%
6		<b>Total Minority Male</b>	<b>\$68,609,129</b>	<b>\$19,573,344</b>	<b>\$88,182,472</b>	<b>12.21%</b>
7	Minority Female	Asian Pacific American	\$5,059,903	\$104,077	\$5,163,980	0.71%
8		African American	\$49,410	\$0	\$49,410	0.01%
9		Hispanic American	\$3,341,649	\$101,459	\$3,443,107	0.48%
10		Native American	\$4,423	\$1,296	\$5,719	0.00%
11		Multi-Ethnic American	\$0	\$0	\$0	0.00%
12		<b>Total Minority Female</b>	<b>\$8,455,385</b>	<b>\$206,832</b>	<b>\$8,662,217</b>	<b>1.20%</b>
13	<b>Total Minority Business Enterprise (MBE)</b>		<b>\$77,064,514</b>	<b>\$19,780,176</b>	<b>\$96,844,690</b>	<b>13.41%</b>
14	<b>Women Business Enterprise (WBE)</b>		<b>\$35,444,581</b>	<b>\$11,734,157</b>	<b>\$47,178,738</b>	<b>6.53%</b>
15	<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>		<b>\$7,182</b>	<b>\$25,410</b>	<b>\$32,592</b>	<b>0.005%</b>
16	<b>Disabled Veteran Business Enterprise (DVBE)</b>		<b>\$1,424,504</b>	<b>\$457,277</b>	<b>\$1,881,781</b>	<b>0.26%</b>
17	<b>Other 8(a)*</b>		<b>\$545,920</b>	<b>\$0</b>	<b>\$545,920</b>	<b>0.08%</b>
18	<b>TOTAL WMDVLGBTBE</b>		<b>\$114,486,700</b>	<b>\$31,997,019</b>	<b>\$146,483,720</b>	<b>20.28%</b>
19	<b>Net Procurement**</b>		<b>\$722,429,886</b>			

NOTE: \* FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  
 \*\* NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS  
 Direct - DIRECT PROCUREMENT  
 Sub - SUBCONTRACTOR PROCUREMENT  
 %- PERCENTAGE OF NET PROCUREMENT



2021  
**AT&T Long Distance**  
**Summary of Diverse Supplier Purchase Table**

AT&T Long Distance		2021	G.O. #156 Sec. 9.1.2			
WMDVLGBTBE Annual Results by Ethnicity						
		=AS3				
		Direct	Sub	Total \$	%	
1	<b>Minority Male</b>	Asian Pacific American	\$922,620	\$570,150	\$1,492,770	3.08%
2		African American	\$1,802,041	\$412,633	\$2,214,674	4.56%
3		Hispanic American	\$1,692,224	\$654,680	\$2,346,904	4.84%
4		Native American	\$4,330	\$26,881	\$31,211	0.06%
5		Multi-Ethnic American	\$0	\$190,881	\$190,881	0.39%
6		<b>Total Minority Male</b>	<b>\$4,421,216</b>	<b>\$1,855,225</b>	<b>\$6,276,441</b>	<b>12.94%</b>
7	<b>Minority Female</b>	Asian Pacific American	\$534,223	\$9,865	\$544,088	1.12%
8		African American	\$7,514	\$0	\$7,514	0.02%
9		Hispanic American	\$256,116	\$9,617	\$265,733	0.55%
10		Native American	\$673	\$123	\$795	0.00%
11		Multi-Ethnic American	\$0	\$0	\$0	0.00%
12		<b>Total Minority Female</b>	<b>\$798,526</b>	<b>\$19,604</b>	<b>\$818,130</b>	<b>1.69%</b>
13	<b>Total Minority Business Enterprise (MBE)</b>		<b>\$5,219,742</b>	<b>\$1,874,829</b>	<b>\$7,094,571</b>	<b>14.62%</b>
14	<b>Women Business Enterprise (WBE)</b>		<b>\$2,633,194</b>	<b>\$1,112,201</b>	<b>\$3,745,396</b>	<b>7.72%</b>
15	<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>		<b>\$1,092</b>	<b>\$2,408</b>	<b>\$3,501</b>	<b>0.007%</b>
16	<b>Disabled Veteran Business Enterprise (DVBE)</b>		<b>\$39,883</b>	<b>\$43,342</b>	<b>\$83,225</b>	<b>0.17%</b>
17	<b>Other 8(a)*</b>		<b>\$4,828</b>	<b>\$0</b>	<b>\$4,828</b>	<b>0.01%</b>
18	<b>TOTAL WMDVLGBTBE</b>		<b>\$7,898,739</b>	<b>\$3,032,781</b>	<b>\$10,931,520</b>	<b>22.53%</b>
19	<b>Net Procurement**</b>		<b>\$48,515,584</b>			

NOTE: \* FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  
 \*\* NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS  
 Direct - DIRECT PROCUREMENT  
 Sub - SUBCONTRACTOR PROCUREMENT  
 % - PERCENTAGE OF NET PROCUREMENT





## 2021 AT&T Combined Companies Direct Spend Table

AT&T (Combined Companies)			2021				G.O. #156 Sec. 9.1.2		
WMDVLGBTBE Direct Procurement by Product and Service Categories									
			Products		Services		Total		
			\$	%	\$	%	\$	%	
1	Minority Male	Asian Pacific American	Direct	\$0	0.00%	\$0	0.00%	\$73,095,746	0.92%
2		African American	Direct	\$0	0.00%	\$0	0.00%	\$493,254,773	6.22%
3		Hispanic American	Direct	\$0	0.00%	\$0	0.00%	\$191,829,182	2.42%
4		Native American	Direct	\$0	0.00%	\$0	0.00%	\$1,293,022	0.02%
5		Multi-Ethnic American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
6		<b>Total Minority Male</b>	Direct	\$0	0.00%	\$0	0.00%	\$759,472,723	9.57%
7	Minority Female	Asian Pacific American	Direct	\$0	0.00%	\$0	0.00%	\$28,434,668	0.36%
8		African American	Direct	\$0	0.00%	\$0	0.00%	\$334,745	0.00%
9		Hispanic American	Direct	\$0	0.00%	\$0	0.00%	\$28,939,506	0.36%
10		Native American	Direct	\$0	0.00%	\$0	0.00%	\$28,057	0.00%
11		Multi-Ethnic American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
12		<b>Total Minority Female</b>	Direct	\$0	0.00%	\$0	0.00%	\$57,736,975	0.73%
13	<b>Total Minority Business Enterprise (MBE)</b>		Direct	\$0	0.00%	\$0	0.00%	\$817,209,698	10.30%
14	<b>Women Business Enterprise (WBE)</b>		Direct	\$0	0.00%	\$0	0.00%	\$418,868,181	5.28%
15	<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>		Direct	\$0	0.00%	\$0	0.00%	\$43,716	0.00%
16	<b>Disabled Veteran Business Enterprise (DVBE)</b>		Direct	\$0	0.00%	\$0	0.00%	\$28,949,769	0.36%
17	<b>Other 8(a)*</b>		Direct	\$0	0.00%	\$0	0.00%	\$7,449,121	0.09%
18	<b>TOTAL WMDVLGBTBE</b>		Direct	\$0	0.00%	\$0	0.00%	\$1,272,520,484	16.04%
17	<b>Total Product Procurement</b>			\$0					
18	<b>Total Service Procurement</b>			\$0					
19	<b>Net Procurement**</b>			\$7,933,390,653					
	<b>Total Number of WMDVLGBTBEs that Received Direct Spend</b>			276					

NOTE: \* FIRM S CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVLGBTBE  
 \*\* NET PROCUREMENT INCLUDES PURCHASE ORDER, NON-PURCHASE ORDER, AND CREDIT CARD DOLLARS  
 Direct - DIRECT PROCUREMENT  
 Sub - SUBCONTRACTOR PROCUREMENT  
 %- PERCENTAGE OF NET PROCUREMENT



2021  
AT&T Combined Companies  
Indirect Spend Table

AT&T (Combined Companies)			2021				G.O. #156 Sec. 9.1.2			
WMDVLGBTBE Subcontractor Procurement by Product and Service Categories										
			Products		Services		Total			
			\$	%	\$	%	\$	%		
1	Minority Male	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$66,033,556	0.83%	
2		African American	Sub	\$0	0.00%	\$0	0.00%	\$47,790,303	0.60%	
3		Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$75,823,624	0.96%	
4		Native American	Sub	\$0	0.00%	\$0	0.00%	\$3,113,287	0.04%	
5		Multi-Ethnic American	Sub	\$0	0.00%	\$0	0.00%	\$22,107,388	0.28%	
6		Total Minority Male	Sub	\$0	0.00%	\$0	0.00%	\$214,868,158	2.71%	
7	Minority Female	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$1,142,519	0.01%	
8		African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
9		Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$1,113,771	0.01%	
10		Native American	Sub	\$0	0.00%	\$0	0.00%	\$14,227	0.00%	
11		Multi-Ethnic American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
12		Total Minority Female	Sub	\$0	0.00%	\$0	0.00%	\$2,270,517	0.03%	
13	Total Minority Business Enterprise (MBE)		Sub	\$0	0.00%	\$0	0.00%	\$217,138,675	2.74%	
14	Women Business Enterprise (WBE)		Sub	\$0	0.00%	\$0	0.00%	\$128,812,774	1.62%	
15	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$0	0.00%	\$0	0.00%	\$278,939	0.00%	
16	Disabled Veteran Business Enterprise (DVBE)		Sub	\$0	0.00%	\$0	0.00%	\$5,019,801	0.06%	
17	Other 8(a)*		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
18	<b>TOTAL WMDVLGBTBE</b>		<b>Sub</b>	<b>\$0</b>	<b>0.00%</b>	<b>\$0</b>	<b>0.00%</b>	<b>\$351,250,190</b>	<b>4.43%</b>	
17	Total Product Procurement			\$0						
18	Total Service Procurement			\$0						
19	Net Procurement**			\$7,933,390,653						
20	Total Number of WMDVLGBTBEs that Received Indirect Spend*			N/A						

Sub - SUBCONTRACTOR PROCUREMENT  
%- PERCENTAGE OF NET PROCUREMENT

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



## 2021 AT&T Combined Companies Procurement by Standard Industrial Codes

AT&T (Combined Companies)		2021														G. O. #156 Sec 9.1.2			
WMDVLGBTBE Procurement by Standard Industrial Categories																			
SIC Category	Asian Pacific American		African American		Hispanic American		Native American		Multi-Ethnic		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)**	Total WMDVLGBTBE	Total Dollars		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female									
SIC 15: Building Construction General Contractors And Operative Builders	\$ 183,491	\$ 30,756	\$ 2,316,150	\$ 7,664	\$ 3,284,652	\$ 13,448,582	\$ 0	\$ 0	\$ 0	\$ 0	\$ 19,271,295	\$ 15,843,240	\$ 322,655	\$ 27,797,670	\$ 9,798	\$ 63,244,659	\$ 299,360,207		
	% 0.06%	% 0.01%	% 0.77%	% 0.00%	% 1.10%	% 4.49%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 6.44%	% 5.29%	% 0.11%	% 9.29%	% 0.00%	% 21.13%			
SIC 17: Construction Special Trade Contractors	\$ 6,222,666	\$ 2,233,060	\$ 2,730,432	\$ 3,499	\$ 6,755,199	\$ 1,477,156	\$ 1,150,477	\$ 0	\$ 0	\$ 0	\$ 20,572,490	\$ 46,577,094	\$ 0	\$ 3,677,492	\$ 6,389,001	\$ 77,216,077	\$ 1,010,096,065		
	% 0.62%	% 0.22%	% 0.27%	% 0.00%	% 0.67%	% 0.15%	% 0.11%	% 0.00%	% 0.00%	% 0.00%	% 2.04%	% 4.61%	% 0.00%	% 0.36%	% 0.63%	% 7.64%			
SIC 35: Industrial And Commercial Machinery And Computer Equipment	\$ 751,998	\$ 11,277,254	\$ 12,106,254	\$ 0	\$ 228,355	\$ 2,329	\$ 0	\$ 0	\$ 0	\$ 0	\$ 24,366,190	\$ 56,773,663	\$ 0	\$ 6,084	\$ 5,856	\$ 81,151,792	\$ 388,238,470		
	% 0.19%	% 2.90%	% 3.12%	% 0.00%	% 0.06%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 6.28%	% 14.62%	% 0.00%	% 0.00%	% 0.00%	% 20.90%			
SIC 36: Electronic & Other Electrical Equipment/Components, Except Computer Peripherals	\$ 62,436,461	\$ 2,931,054	\$ 479,322,870	\$ 0	\$ 237,963,869	\$ 5,303,224	\$ 3,038,925	\$ 42,284	\$ 22,107,388	\$ 0	\$ 813,146,075	\$ 409,921,300	\$ 0	\$ 2,094,930	\$ 904,308	\$ 1,226,066,613	\$ 4,560,552,070		
	% 1.37%	% 0.06%	% 10.51%	% 0.00%	% 5.22%	% 0.12%	% 0.07%	% 0.00%	% 0.48%	% 0.00%	% 17.83%	% 8.99%	% 0.00%	% 0.05%	% 0.02%	% 26.88%			
SIC 47: Transportation Services	\$ 34	\$ 1,054	\$ 9,944,462	\$ 0	\$ 3,347,596	\$ 0	\$ 88	\$ 0	\$ 0	\$ 0	\$ 13,293,234	\$ 134,576	\$ 0	\$ 0	\$ 0	\$ 13,427,811	\$ 79,718,065		
	% 0.00%	% 0.00%	% 12.47%	% 0.00%	% 4.20%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 16.68%	% 0.17%	% 0.00%	% 0.00%	% 0.00%	% 16.84%			
SIC 50: Wholesale Trade-durable Goods	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,509,972		
	% 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 51: Wholesale Trade-non-durable Goods	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0		
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%		
SIC 55: Automotive Dealers And Gasoline Service Stations	\$ 0	\$ 0	\$ 29,047,140	\$ 0	\$ 143,768	\$ 1,061,939	\$ 0	\$ 0	\$ 0	\$ 0	\$ 30,252,847	\$ 102,835	\$ 0	\$ 0	\$ 0	\$ 30,355,682	\$ 92,710,163		
	% 0.00%	% 0.00%	% 31.33%	% 0.00%	% 0.16%	% 1.15%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 32.63%	% 0.11%	% 0.00%	% 0.00%	% 0.00%	% 32.74%			
SIC 73: Business Services	\$ 67,896,950	\$ 13,091,088	\$ 4,473,239	\$ 323,581	\$ 12,834,273	\$ 8,697,427	\$ 216,819	\$ 0	\$ 0	\$ 0	\$ 107,533,376	\$ 15,184,524	\$ 0	\$ 393,394	\$ 125,803	\$ 123,237,098	\$ 1,234,957,287		
	% 5.50%	% 1.06%	% 0.36%	% 0.03%	% 1.04%	% 0.70%	% 0.02%	% 0.00%	% 0.00%	% 0.00%	% 8.71%	% 1.23%	% 0.00%	% 0.03%	% 0.01%	% 9.98%			
SIC 81: Legal	\$ 858,327	\$ 0	\$ 315,873	\$ 0	\$ 1,433,533	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,607,733	\$ 377,137	\$ 0	\$ 0	\$ 0	\$ 2,984,870	\$ 39,592,704		
	% 2.17%	% 0.00%	% 0.80%	% 0.00%	% 3.62%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 6.59%	% 0.95%	% 0.00%	% 0.00%	% 0.00%	% 7.54%			
SIC 87: Engineering, Accounting, Research, Management, And Related Services	\$ 779,374	\$ 12,920	\$ 788,658	\$ 0	\$ 1,661,561	\$ 62,619	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,305,133	\$ 2,766,585	\$ 0	\$ 0	\$ 14,355	\$ 6,086,073	\$ 225,655,651		
	% 0.35%	% 0.01%	% 0.35%	% 0.00%	% 0.74%	% 0.03%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 1.46%	% 1.23%	% 0.00%	% 0.00%	% 0.01%	% 2.70%			
<b>GROSS PRODUCTS/SERVICES PROCUREMENT</b>	<b>\$ 139,129,301</b>	<b>\$ 29,577,186</b>	<b>\$ 541,045,076</b>	<b>\$ 334,745</b>	<b>\$ 267,652,806</b>	<b>\$ 30,053,277</b>	<b>\$ 4,406,309</b>	<b>\$ 42,284</b>	<b>\$ 22,107,388</b>	<b>\$ 0</b>	<b>\$ 1,034,348,373</b>	<b>\$ 547,680,955</b>	<b>\$ 322,655</b>	<b>\$ 33,969,570</b>	<b>\$ 7,449,121</b>	<b>\$ 1,623,770,674</b>	<b>\$ 7,933,390,653</b>		
	% 1.75%	% 0.37%	% 6.82%	% 0.00%	% 3.37%	% 0.38%	% 0.06%	% 0.00%	% 0.28%	% 0.00%	% 13.04%	% 6.90%	% 0.004%	% 0.43%	% 0.094%	% 20.47%			

  

Total Product Procurement	n/a
Total Service Procurement	n/a
<b>Net Procurement***</b>	<b>\$ 7,933,390,653</b>

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



## 2021 AT&T Combined Companies Supplier Clearinghouse Data

AT&T (Combined Companies)		2021		G. O. #156 Sec 9.1.2 (D.11-05-019 & D.06-11-028)									
Number of WMDVLGBTBE Suppliers and Revenue Reported to the Clearinghouse													
Data on Number of Suppliers													
Revenue Reported to CHS							AT&T (Combined Companies) 2021 Summary						
# WMDVLGBTBEs	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	
Under \$1 million	17	23	0	8	n/a	48	17	23	0	8	22	70	
Under \$5 million	19	27	0	0	n/a	46	19	27	0	0	0	46	
Under \$10 million	14	15	0	0	n/a	29	14	15	0	0	1	30	
Above \$10 million	70	56	1	3	n/a	130	70	56	1	3	0	130	
<b>TOTAL</b>	<b>120</b>	<b>121</b>	<b>1</b>	<b>11</b>	<b>n/a</b>	<b>253</b>	<b>120</b>	<b>121</b>	<b>1</b>	<b>11</b>	<b>23</b>	<b>276</b>	
Revenue and Payment Data													
Revenue Reported to CHS							AT&T (Combined Companies) 2021 Summary						
WMDVLGBTBE \$M	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	MBE	WBE	LGBTBE	DVBE	Other 8(a)*	Grand Total	
Under \$1 million	\$6,165,512	\$25,530,802	\$0	\$8,183,288	n/a	\$39,879,602	\$691,300	\$2,307,813	\$0	\$1,722,695	\$688,407	\$5,410,216	
Under \$5 million	\$92,899,966	\$71,565,099	\$0	\$0	n/a	\$164,465,065	\$12,881,989	\$7,494,856	\$0	\$0	\$0	\$20,376,844	
Under \$10 million	\$111,981,874	\$105,833,503	\$0	\$0	n/a	\$217,815,377	\$6,044,896	\$3,117,216	\$0	\$0	\$6,700,759	\$15,862,871	
Above \$10 million	\$20,586,735,044	\$7,264,292,370	\$8,500,000	\$84,253,070	n/a	\$27,943,780,484	\$797,591,513	\$405,993,895	\$43,716	\$27,241,428	\$0	\$1,230,870,553	
<b>TOTAL</b>	<b>\$20,797,782,396</b>	<b>\$7,467,221,774</b>	<b>\$8,500,000</b>	<b>\$92,436,358</b>	<b>n/a</b>	<b>\$28,365,940,528</b>	<b>\$817,209,698</b>	<b>\$418,913,780</b>	<b>\$43,716</b>	<b>\$28,964,123</b>	<b>\$7,389,167</b>	<b>\$1,272,520,484</b>	

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

Notes: 1) Information regarding the number of WMDVLGBTBE suppliers who have the majority of their workforce in California is not readily available to AT&T  
 2) CHS databases do not contain revenue data for Other 8(a) suppliers. When unknown, these have been classified Under \$1 million.



## 9.1.3 Supplier Diversity Program Expense Tables

### 2021 AT&T Combined Companies Program Expenses

AT&T (Combined Companies)	2021 Report	G.O. #156 Sec. 9.1.3
WMDVLGBTBE Program Expenses		
Expense Category	Year (Actual)	
Wages & Benefits	\$360,143	
Other Employee Expenses	\$17,532	
Program Expenses	\$66,694	
Reporting	\$200,597	
Other	\$1,189	
<b>TOTAL</b>	<b>\$646,155</b>	

Note: Program expenses for CPUC filing represent 19% 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

### 2021 AT&T Combined Companies Progress Toward Goal

All AT&T companies and affiliates in California share the same Supplier Diversity goals, although in practicality, Supplier Diversity solutions are evaluated, prioritized, and implemented based on overall impact.

AT&T (Combined Companies)	2021	G.O. #156 Sec. 9.1.4
WMDVLGBTBE Results and Goals		
Category	2021 Results	2021 Goals
Minority Men	12.28%	11.00%
Minority Women	0.76%	4.00%
Minority Business Enterprise	13.04%	15.00%
Women Business Enterprise	6.90%	5.00%
(LGBTQ)	0.004%	0.04%
Disabled Veteran Business	0.43%	1.50%
<b>TOTAL WMDVLGBTBE</b>	<b>20.47%</b>	<b>21.54%</b>

% - PERCENTAGE OF NET PROCUREMENT





## AT&T companies of California: Progress Toward Goal

<b>AT&amp;T California</b>	<b>2021</b>	<b>G.O. #156 Sec. 9.1.4</b>
<b>WMDVLGBTBE Results and Goals</b>		
Category	2021 Results	2021 Goals
Minority Men	9.92%	11.00%
Minority Women	1.88%	4.00%
Minority Business Enterprise	11.80%	15.00%
Women Business Enterprise	10.27%	5.00%
(LGBTQ)	0.005%	0.04%
Disabled Veteran Business	1.36%	1.50%
<b>TOTAL WMDVLGBTBE</b>	<b>23.76%</b>	<b>21.54%</b>

  

<b>AT&amp;T Mobility</b>	<b>2021</b>	<b>156 Sec. 9.1.4</b>
<b>WMDVLGBTBE Results and Goals</b>		
Category	2021 Results	2021 Goals
Minority Men	13.24%	11.00%
Minority Women	0.23%	4.00%
Minority Business Enterprise	13.47%	15.00%
Women Business Enterprise	5.58%	5.00%
(LGBTQ)	0.003%	0.04%
(DVBE)	0.08%	1.50%
<b>TOTAL WMDVLGBTBE</b>	<b>19.14%</b>	<b>21.54%</b>

  

<b>AT&amp;T Corp</b>	<b>2021</b>	<b>G.O. #156 Sec. 9.1.4</b>
<b>WMDVLGBTBE Results and Goals</b>		
Category	2021 Results	2021 Goals
Minority Men	12.21%	11.00%
Minority Women	1.20%	4.00%
Minority Business Enterprise	13.41%	15.00%
Women Business Enterprise	6.53%	5.00%
(LGBTQ)	0.005%	0.04%
(DVBE)	0.26%	1.50%
<b>TOTAL WMDVLGBTBE</b>	<b>20.28%</b>	<b>21.54%</b>

  

<b>AT&amp;T Long Distance</b>	<b>2021</b>	<b>G.O. #156 Sec. 9.1.4</b>
<b>WMDVLGBTBE Results and Goals</b>		
Category	2021 Results	2021 Goals
Minority Men	12.94%	11.00%
Minority Women	1.69%	4.00%
Minority Business Enterprise	14.62%	15.00%
Women Business Enterprise	7.72%	5.00%
(LGBTQ)	0.007%	0.04%
(DVBE)	0.17%	1.50%
<b>TOTAL WMDVLGBTBE</b>	<b>22.53%</b>	<b>21.54%</b>

% - 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. Supplier diversity managers collaborate with Prime Suppliers to create meaningful goals and develop detailed plans to utilize diverse suppliers for Tier 2 opportunities.

As a result of these efforts, AT&T Prime Suppliers spent \$351 million subcontracting to California M/W/DV/LGBTBE businesses in 2021. Additional program achievements for the year were:

- \$2.5 billion in national Tier-2 subcontracting spend
- Over 50 suppliers exceeded AT&T's 21.5% diversity inclusion goal
- Over 1,600 diverse subcontractors utilized by Prime Suppliers

AT&T did not conduct any physical matchmaking activities in 2021 due to the COVID-19 pandemic. Instead, AT&T invested in enhancements to AT&T's Virtual Matchmaking on Demand (VMOD) tool to better facilitate virtual meetings between Prime Suppliers and vetted diverse suppliers. The enhanced tool supports mobile interactions since many physical offices remain closed. This tool provides a significant return on investment to Prime and Diverse suppliers because it reduces the initial time spent sourcing potential candidates and the need for face-to-face meetings.

- 289 Prime Suppliers and 1,596 Diverse Suppliers registered in 2021.
- California-based businesses represent nearly 19% of all VMOD Portal businesses.

### AT&T Combined Companies – 2021 Prime Contractor Utilization table

AT&T (Combined Companies)		2021 Annual Report		G.O. #156 Sec. 9.1.5				
Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors								
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)*	TOTAL WMDVLGBTBE
Direct \$	\$759,472,723	\$57,736,975	\$817,209,698	\$418,868,181	\$43,716	\$28,949,769	\$7,449,121	\$1,272,520,484
Subcontracting \$	\$214,868,158	\$2,270,517	\$217,138,675	\$128,812,774	\$278,939	\$5,019,801	\$0	\$351,250,190
<b>Total \$</b>	<b>\$974,340,881</b>	<b>\$60,007,492</b>	<b>\$1,034,348,373</b>	<b>\$547,680,955</b>	<b>\$322,655</b>	<b>\$33,969,570</b>	<b>\$7,449,121</b>	<b>\$1,623,770,674</b>
Direct %	9.57%	0.73%	10.30%	5.28%	0.00%	0.36%	0.09%	16.04%
Subcontracting %	2.71%	0.03%	2.74%	1.62%	0.00%	0.06%	0.00%	4.43%
<b>Total %</b>	<b>12.28%</b>	<b>0.76%</b>	<b>13.04%</b>	<b>6.90%</b>	<b>0.00%</b>	<b>0.43%</b>	<b>0.09%</b>	<b>20.47%</b>
Net Procurement**	\$7,933,390,653							
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								



## AT&T companies of California – 2021 Prime Contractor Utilization table

AT&T California		2021 Annual Report						G.O. #156 Sec. 9.1.5	
Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors									
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)*	TOTAL WMDVLGBTBE	
Direct \$	\$143,414,739	\$38,243,995	\$181,658,733	\$175,350,335	\$29,251	\$26,618,951	\$6,830,165	\$390,487,435	
Subcontracting \$	\$61,618,983	\$651,129	\$62,270,113	\$36,940,384	\$79,993	\$1,439,557	\$0	\$100,730,047	
<b>Total \$</b>	<b>\$205,033,722</b>	<b>\$38,895,124</b>	<b>\$243,928,846</b>	<b>\$212,290,719</b>	<b>\$109,244</b>	<b>\$28,058,508</b>	<b>\$6,830,165</b>	<b>\$491,217,481</b>	
Direct %	6.94%	1.85%	8.79%	8.48%	0.00%	1.29%	0.33%	18.89%	
Subcontracting %	2.98%	0.03%	3.01%	1.79%	0.00%	0.07%	0.00%	4.87%	
<b>Total %</b>	<b>9.92%</b>	<b>1.88%</b>	<b>11.80%</b>	<b>10.27%</b>	<b>0.01%</b>	<b>1.36%</b>	<b>0.33%</b>	<b>23.76%</b>	
Net Procurement**	\$2,067,322,139								

  

AT&T Mobility		2021 Annual Report						G.O. #156 Sec. 9.1.5	
Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors									
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)*	TOTAL WMDVLGBTBE	
Direct \$	\$543,027,640	\$10,239,069	\$553,266,709	\$205,440,070	\$6,191	\$866,431	\$68,209	\$759,647,610	
Subcontracting \$	\$131,820,606	\$1,392,952	\$133,213,558	\$79,026,032	\$171,128	\$3,079,624	\$0	\$215,490,343	
<b>Total \$</b>	<b>\$674,848,246</b>	<b>\$11,632,021</b>	<b>\$686,480,267</b>	<b>\$284,466,103</b>	<b>\$177,319</b>	<b>\$3,946,056</b>	<b>\$68,209</b>	<b>\$975,137,953</b>	
Direct %	10.66%	0.20%	10.86%	4.03%	0.00%	0.02%	0.00%	14.91%	
Subcontracting %	2.59%	0.03%	2.61%	1.55%	0.00%	0.06%	0.00%	4.23%	
<b>Total %</b>	<b>13.24%</b>	<b>0.23%</b>	<b>13.47%</b>	<b>5.58%</b>	<b>0.00%</b>	<b>0.08%</b>	<b>0.00%</b>	<b>19.14%</b>	
Net Procurement**	\$5,095,123,045								

  

AT&T Corp		2021 Annual Report						G.O. #156 Sec. 9.1.5	
Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors									
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)*	TOTAL WMDVLGBTBE	
Direct \$	\$68,609,129	\$8,455,385	\$77,064,514	\$35,444,581	\$7,182	\$1,424,504	\$545,920	\$114,486,700	
Subcontracting \$	\$19,573,344	\$206,832	\$19,780,176	\$11,734,157	\$25,410	\$457,277	\$0	\$31,997,019	
<b>Total \$</b>	<b>\$88,182,472</b>	<b>\$8,662,217</b>	<b>\$96,844,690</b>	<b>\$47,178,738</b>	<b>\$32,592</b>	<b>\$1,881,781</b>	<b>\$545,920</b>	<b>\$146,483,720</b>	
Direct %	9.50%	1.17%	10.67%	4.91%	0.00%	0.20%	0.08%	15.85%	
Subcontracting %	2.71%	0.03%	2.74%	1.62%	0.00%	0.06%	0.00%	4.43%	
<b>Total %</b>	<b>12.21%</b>	<b>1.20%</b>	<b>13.41%</b>	<b>6.53%</b>	<b>0.00%</b>	<b>0.26%</b>	<b>0.08%</b>	<b>20.28%</b>	
Net Procurement**	\$722,429,886								

  

AT&T Long Distance		2021 Annual Report						G.O. #156 Sec. 9.1.5	
Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors									
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Other 8(a)*	TOTAL WMDVLGBTBE	
Direct \$	\$4,421,216	\$798,526	\$5,219,742	\$2,633,194	\$1,092	\$39,883	\$4,828	\$7,898,739	
Subcontracting \$	\$1,855,225	\$19,604	\$1,874,829	\$1,112,201	\$2,408	\$43,342	\$0	\$3,032,781	
<b>Total \$</b>	<b>\$6,276,441</b>	<b>\$818,130</b>	<b>\$7,094,571</b>	<b>\$3,745,396</b>	<b>\$3,501</b>	<b>\$83,225</b>	<b>\$4,828</b>	<b>\$10,931,520</b>	
Direct %	9.11%	1.65%	10.76%	5.43%	0.00%	0.08%	0.01%	16.28%	
Subcontracting %	3.82%	0.04%	3.86%	2.29%	0.00%	0.09%	0.00%	6.25%	
<b>Total %</b>	<b>12.94%</b>	<b>1.69%</b>	<b>14.62%</b>	<b>7.72%</b>	<b>0.01%</b>	<b>0.17%</b>	<b>0.01%</b>	<b>22.53%</b>	
Net Procurement**	\$48,515,584								

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 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

### Legal

Throughout the year, AT&T Legal encouraged the use of diverse firms with diverse professionals, including women, minorities, disabled veterans, and LGBTQ+ professionals. AT&T's Legal Department also demonstrated diversity and inclusion support via the following programs:

- For the seventh consecutive year, the Western Northern California Region of AT&T co-sponsored Centro Legal de la Raza's annual Diversity Legal Pipeline (DLP) program co-founded by AT&T in 2014 to provide a one week-long program for undergrads and recent college graduates interested in pursuing a legal career. The DLP program introduced students from disadvantaged backgrounds to judges and attorneys from different practice areas (big law, public interest, corporate and government), explained what to expect in law school, included a LSAT workshop, and reviewed in detail the law school application process.
- Asian Americans Advancing Justice of Los Angeles Fellowship
- Association of Corporate Counsel, Southern California Chapter
- 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)
- 100 Black Men of the Bay Area's Annual Scholarship Gala
- 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)
- The Mexican American Bar Foundation.

Parallel to Supplier Diversity, our Legal Department's Diversity & Inclusion Committee is keen to promote diversity within the legal profession. The Committee's initiatives consisted of four pillars: (1) Pipeline for elementary students, high school students, college students, and young lawyers; (2) Sponsorships and Bar Associations; (3) Supplier Diversity; and (4) Attorney Engagement. The program initiatives included:



- Engaged over 4,700 students and young attorneys in their pipeline initiatives
- Had over 150 attorneys and staff to participate in DEI activities
- Donated over \$50,000 in scholarships that went directly for student use
- Devoted efforts to work against systemic racism by advancing and promoting efforts that provided equal opportunities for minorities, women, disabled veterans and persons, and persons who identify as LGBTQ+. The Committee engaged in collaborative strategies with AT&T and the Legal Department to assess, educate, and act to eradicate racial inequality.

## Advertising

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

AT&T's momentum garnered the following successes in 2021:

- 70% Advertising Prime Suppliers submitted a supplier diversity goal plan.
- 80% Advertising Prime Suppliers met or exceed their diversity inclusion goal.
- \$200 million spent with M/W/DV/LGBTBEs nationally, a \$25 million increase.

Concurrent with our Supplier Diversity efforts, in 2022, we are working to design a process for measuring diverse talent within our advertising content. This effort will likely involve our agencies of record reporting on ethnicity and gender for leading roles in AT&T advertising. We believe that such action will provide us the necessary baseline to measure our efforts and set expectations.

## Finance

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

- Prior to 2015, AT&T private market investments committed \$201 million to an emerging manager fund-of-funds and a separate account, the latter of which has been managed on a discretionary basis by an external investment manager since 2005. Subsequently, AT&T has closed \$391 million in commitments to 19 emerging manager-led funds on a direct basis as of December 31, 2021.
- AT&T public markets investment has allocated a total of \$559 million to three emerging managers as of December 31, 2021.
- After a very active 2020, one of AT&T's key financial priorities was reducing debt ratios. Consequently, debt underwriting activity in 2021 was modest. In 2021, AT&T treasury engaged with eight diverse firms with fees totaling \$732 thousand.

During 2022 AT&T Treasury and Investment teams will continue to focus on procuring diverse firms for future opportunities - many still in various stages of our process for consideration.



## 10.1.1 AT&T Supplier Diversity Goals

**Table Annual Short, Mid, & LT Goals by SIC**

AT&T Supplier Diversity program strives to achieve diverse supplier participation in all areas of the business, although in practicality Supplier Diversity solutions are evaluated, prioritized and implemented based on overall impact.

M/W/DV/LGBTQBE Annual Short, Mid, and Long-Term Goals by SIC Category																						
SIC	Product/Service Descriptions	Short-Term 2022							Mid-Term 2023						Long-Term 2024							
		Minority		Total Minority Business Enterprise	Total Women Business Enterprise	Total Minority & Women Business Enterprises	Disabled Veteran Business Enterprise	LGBTQ Business Enterprise	Minority	Minority Business Enterprise	Women Business Enterprise	Minority & Women Business Enterprises	Disabled Veteran Business Enterprise	Disabled Veteran Business Enterprise	Minority	Minority Business Enterprise	Women Business Enterprise	Minority & Women Business Enterprises	Disabled Veteran Business Enterprise	Disabled Veteran Business Enterprise		
		Men	Women	MBE	WBE	M/WBE	DVBE	LGBTQ	Men	Women	MBE	WBE	M/WBE	DVBE	LGBTQ	Men	Women	MBE	WBE	M/WBE	DVBE	LGBTQ
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%
<b>Grand Total</b>		<b>11.0%</b>	<b>4.0%</b>	<b>15.0%</b>	<b>5.0%</b>	<b>20.0%</b>	<b>1.5%</b>	<b>0.04%</b>	<b>####</b>	<b>4.0%</b>	<b>15.0%</b>	<b>5.0%</b>	<b>20.0%</b>	<b>1.5%</b>	<b>0.04%</b>	<b>####</b>	<b>4.0%</b>	<b>15.0%</b>	<b>5.0%</b>	<b>20.0%</b>	<b>1.5%</b>	<b>0.04%</b>





## 10.1.2 Description of WMDVLGBTBE Planned Program Activities for the Next Calendar Year

AT&T Supplier Diversity plans several program activities for 2022 based on the national recovery from the COVID-19 pandemic. We intend to continue to execute in a virtual format to conduct supplier engagement activities including, conferences, workshops, panel participation, supplier presentations, business matchmakers, and roundtable interviews.

Additionally, Supplier Diversity will continue to build upon its program development and execution to further enhance our ability to identify and engage diverse business from across the country. We will place targeted interest in working with businesses in areas of underutilization. Our plans include the following:

- Build upon our 21.5% spend goal with diverse suppliers.
- Continue engagement with AT&T Global Supply Chain sourcing teams to identify areas of opportunity for diverse supplier sourcing.
- Increase Tier 2 engagement and reporting to further support diverse businesses.
- Maintain support and participation with regional diverse business groups and organizations.
- Build on the Buy Small, Buy Local, Buy Diverse program we rolled out in 2021 for 10 major cities across the United States, including the San Francisco Bay Area in California.
- Lastly, during 2022, we have plans underway to sponsor a Capacity Building workshop specifically for California based WMDVLGBTBEs.

## 10.1.3 Plans for Recruiting WMDVLGBTBE Suppliers in Low Utilization Areas

The Supplier Diversity organization will promote certified diverse businesses in specific categories across the company. Subject matter experts within our team are aligned to support nearly 60 different spend categories which includes underutilized segments such as Legal, Finance, and Advertising. Supplier Diversity Managers will work closely with leadership from Global Supply Chain, AT&T Prime Suppliers and internal business units to identify future AT&T projects that are either Tier-1 or Tier-2, as well as advocate for minority businesses that may be affected by vendor consolidation projects.

## 10.1.4 Plans for Recruiting WMDVLGBTBE Suppliers Where Unavailable

AT&T does not exclude any procurement product or service category from our purchasing other than payments to utilities, government agencies, leases, and affiliates. Payment exceptions listed are permissible exclusions under the GO 156.

## 10.1.5 Plans for Encouraging Prime Contractors to Subcontract WMDVLGBTBE Suppliers

Our Prime Supplier Program is one of the most essential efforts within AT&T Supplier Diversity Program. Since 1989, AT&T's Prime Supplier Program has helped to increase the utilization of diverse businesses in our supply chain through subcontracting/tier 2 arrangements. Our procurement contracts outline AT&T's expectation to receive written diverse supplier inclusion plans from Tier-1 (Prime) Suppliers. After procurement plans are established, Prime Suppliers are assigned to Supplier Diversity managers that aim to drive progress of diverse vendor utilization.

AT&T has also incorporated diverse supplier utilization criteria into our "Supplier of The Year" and "Preferred Supplier" programs to incentivize Prime Suppliers to seek opportunities to increase their spend with diverse subcontractors. These strategies are expected to expand the identification of sub-contracting opportunities. Additional activities to increase Prime Supplier subcontracting results are:

- Reviewing on a quarterly basis, Prime Supplier results focused on those underperforming against targets.
- Enhancing the Prospective Supplier process to direct vetted Diverse Suppliers to the VMOD platform.
- conducting Virtual Matchmaking events in emerging spend categories with Prime Suppliers utilizing the enhanced VMOD platform.
- Inviting Prime Suppliers to AT&T Supplier diversity sponsored events.

## 10.1.6 Plans for Complying with WMDVLGBTBE Program Guidelines

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

AT&T will comply with the General Order 156 program guidelines and regulations as follows:

- Request all Prime Suppliers, within guidelines, to submit an annual subcontracting contracting plan that documents an in-year diversity spend goal.
- Conduct on-going collaboration meetings with internal business unit leadership. Execute quarterly Supplier Diversity results reviews with Global Supply Chain Leadership.
- Work with peers from the Joint Utilities to share best practices, create workshops, and collaborate to support the LGBT community.
- Develop meaningful workshops to support the minority business community.
- Encourage qualified M/W/DV/LGBTBEs to get certified through the Supplier Clearinghouse.
- Develop a AT&T Prime Supplier virtual engagement series in growth areas of the business.

In 2022, we will maintain our industry leadership by executing our programs, diversity engagement, and most importantly, our spend with diverse suppliers in California.