



AT&T Supplier Diversity

General Order 156 Report
2023 Results & 2024 Plan



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Introduction

In accordance with California Public Utilities Commission (CPUC) General Order (GO) 156, AT&T submits this report on goods and services procured from certified Supplier Clearinghouse minority, women, service-disabled veteran, lesbian, gay, bisexual, and transgender (LGBT), and person with disabilities business enterprises (M/W/DV/LGBT/PDBEs) in 2023. AT&T's Supplier Diversity organization, operating within AT&T 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 2023 key activities within our organization and procurement achievements from certified Supplier Clearinghouse M/W/DV/LGBT/PDBEs. The report also includes 2024 program objectives and purchasing goals.

Letter from Marc Blakeman, President of AT&T California & Pacific States Region



At AT&T, our purpose is connecting people to greater possibility. That's why we are committed to meeting California's connectivity needs by delivering world-class communications technology solutions. As we enter 2024, we remain as dedicated as ever to serving our customers and our communities.

In addition to serving our customers, we also remain committed to supplier diversity because we know the only way to connect all people to greater possibility is to foster an inclusive culture of different backgrounds, perspectives, and voices. We seek to support the economic growth and opportunity of diverse companies and communities because it's the right thing to do and it supports a virtuous cycle of innovation with AT&T.

I am pleased to share that, in 2023, AT&T's diversity spend in California was more than \$1.4 billion with diverse business enterprises. As detailed in our report, Direct (Tier-1) spend with diverse suppliers was approximately \$1.1 billion while Sub-contracting (Tier-2) spend was approximately \$350 million. AT&T's combined supplier diversity percent was 19.48%. Despite some headwinds and challenges over the past year in our industry, AT&T continues to proudly invest in California's minority, women, service-disabled veterans, lesbian, gay, bisexual, and transgender (LGBT), and persons with disabilities business enterprises. For more than five decades supplier diversity has been an important part of our identity.

AT&T has been a leader in supplier diversity by identifying and promoting diverse businesses to ensure a robust supply chain for our business operations. Moving forward, as AT&T invests in supplies and technologies to enhance connectivity in California, we remain dedicated to incorporating diverse businesses into this endeavor.

Sincerely,

Marc Blakeman
President, AT&T California & Pacific States Region



Overview of California Diversity Purchasing Achievements

AT&T Annual CPUC Filing 2023			
AT&T	2023 Total Spend \$	Supplier Diversity Spend \$	2023 Diversity %
AT&T California	\$2,226,430,181	\$604,121,529	27.13%
AT&T Mobility	\$4,398,057,053	\$668,279,674	15.19%
AT&T Corp	\$859,854,851	\$184,698,035	21.48%
AT&T Long Distance	\$15,745,376	\$4,209,978	26.74%
AT&T (Combined Companies)	\$7,500,087,461	\$1,461,309,216	19.48%
<i>Note: AT&T Long Distance includes spend for Teleport Communications America, LLC, a registered AT&T company in California.</i>			

AT&T’s combined diversity spend in 2023 totaled nearly \$1.5 billion. The overall AT&T supplier diversity spend percentage was 19.48%, which is below goal and represents a decrease over previous year results of 22.03%. This notable decrease in spend with diverse suppliers was driven by an overall \$1.2 billion year-over-year decline in supplier spend for both diverse and non-diverse suppliers.

At the subsidiary level, AT&T Mobility experienced the greater decline. This decline on the AT&T Mobility side reflect similar diverse spend losses at the national level and were driven primarily by a series of operational supply chain changes that maximize efficiency. On a positive note, almost the entire diverse spend reduction in 2023 is associated with four large CPUC certified AT&T suppliers with a national footprint, but not headquartered in California.

Furthermore, two of our prominent minority business 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 minority business enterprises (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 exceeded \$120 million.



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 and inclusion (DE&I) 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 2023, AT&T executed plans to achieve spend goals for the diverse supplier community through the following activities:

- Connected with diverse businesses through virtual platforms and events;
- Promoted contracting opportunities through sponsored external constituency groups;
- Recommended diverse business enterprises for corporate contracts through requests for proposals;
- Monitored, measured, and communicated with prime suppliers for greater engagement;
- Strengthened internal relationships with business units and AT&T Global Supply Chain leaders;
- Promoted executive engagement with diverse businesses;
- Reorganized roles and responsibilities in AT&T's Supplier Diversity organization to provide expanded commodity coverage; and
- Tracked key supplier metrics in workforce diversity and inclusion and diverse job creation.

AT&T's engagement strategy helped facilitate close to \$1.5 billion in Tier-1 and Tier-2 contracts to certified Supplier Clearinghouse M/W/DV/LGBT/PDBEs 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

Since 1968, the goal of AT&T's Supplier Diversity program has been to support growth and value creation within diverse businesses and communities throughout the United States (US). In over 55 years, we've spent over \$242 billion with diverse-owned businesses and our goal has remained simple: AT&T's Supplier Diversity program seeks to make meaningful and measurable contributions to the economic growth of diverse companies and communities. AT&T's Supplier Diversity program promotes the inclusion of diverse certified minority-, woman-, veteran-, LGBT- and disability-owned business enterprises with opportunities to provide products and services to AT&T across our enterprise and around the world.

In 2023, at the national level, AT&T spent \$11.9 billion with certified diverse-owned businesses. Through continued commitment to our supplier outreach, advocacy and development programs, we now have more than 650 diverse suppliers.

Beyond the companies we do business with, our supplier spend has had a positive economic impact in the communities we serve. Our supplier spend supported approximately 437,000 diverse jobs in the US (held by approximately 190,000 minorities and 247,000 females), and these jobs equate to over \$32 billion in wages to diverse employees.

AT&T's 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.

As a component of our efforts, we have established a California Supplier Diversity Annual Plan. The plan's goal is 21.5% for California Supplier Clearinghouse certified M/W/DV/LGBT/PDBEs – 15% with minority businesses, 5% with women businesses, 1.5% with disabled veteran businesses and 1.0% with LGBT businesses.

The program success was achieved through executing AT&T's Supplier Diversity program pillars (supplier metrics, education and business fostering, and Tier-2 achievements), as well as organizational modifications and collaborating with AT&T Global Supply Chain and other business units.

Internal Programming

Executive Advocacy

We believe success begins at the top. Our executive team plays an essential role in supplier diversity success as they drive their commitment to deliver operational excellence to our board and shareholders. Our most senior level executives support and serve as true ambassadors to amplify how our diverse community suppliers contribute to the execution of our mission.

For our Supplier Diversity organization to influence and engage at the executive level, we must first understand the strategy and state of AT&T's overall business focus. Supplier diversity leadership, senior-level managers, and business unit leaders work together to drive our business opportunities for our diverse suppliers. Our leaders are true ambassadors and conduct meetings with suppliers to discuss AT&T business direction which provides invaluable access to diverse businesses at higher levels of our company.

AT&T Global Supply Chain professionals support our Supplier Diversity program by taking a more deliberative approach to collaborate with our Supplier Diversity organization to include certified diverse firms in each sector of our supply chain. We conduct quarterly reviews with our leadership team and share dashboard reports on multiple datapoints of diverse supplier inclusion to keep them accountable and informed about our supplier diversity metrics and overall spend results.

Supplier Diversity Advocates

AT&T's Supplier Diversity program places significant emphasis on our supplier advocacy efforts. Our Supplier Diversity Sourcing Managers are aligned to support specific category areas and are proactive to collaborate with our AT&T Global Supply Chain employees responsible for managing the procurement process within that commodity or category of spend.

The Supplier Diversity organization is also responsible for managing the relationship with our internal business unit clients to influence and effectively advocate for our diverse supplier community. Our ability to be included and actively involved in strategy conversations within a particular business unit allow our organization to showcase a diverse company with the key business partners that make the decisions to execute a project. This proactive approach of active engagement with AT&T Global



Supply Chain in the evaluation and decision-making process has resulted in the increase of diverse supplier participation and utilization for contract awards.

In 2023, the AT&T Supplier Diversity organization vetted and provided feedback to more than 400 diverse suppliers and sponsored or participated in about 300 in-person and virtual supplier diversity outreach events.

AT&T Prospective Supplier Process

The AT&T Supplier Diversity program continues to focus on finding new and innovative diverse suppliers to introduce to our internal and external business clients. Our Supplier Diversity organization engages with diverse suppliers at local/national conferences, matchmakers, and expos and request that all prospective diverse suppliers register on our website at www.attsuppliers.com.

In 2023, the AT&T Supplier Diversity organization launched a new supplier registration portal to help streamline our “front door” process. All new supplier registrations are reviewed and forwarded to the appropriate person managing the commodity the supplier is in.

In 2023, the AT&T Supplier Diversity organization received over 500 new registrations.

Segment	# Registrations	% Registrations
MBE Black	142	28.1%
MBE Hispanic	87	17.2%
MBE Asian	75	14.8%
MBE Native American	14	2.8%
MBE Other	16	3.2%
WBE	119	23.5%
DVBE	27	5.3%
LGBT	26	5.1%
Grand Total	506	100.0%

Procurement Enhancements

With the launch of the new diverse supplier portal, the AT&T Supplier Diversity organization can better support the management of diverse suppliers. The new database allows the AT&T Supplier Diversity organization to efficiently manage and identify supplier information, internal and external



activities performed with the diverse supplier, manage certifications, and perform broader search options. The new portal launched in the fourth quarter of 2023.

Early Financing

AT&T offers several early payment financing options to suppliers with incentives to receive payments in as soon as 10 days. Under this program, AT&T suppliers benefit from improved cash flow, a new liquidity source, use of AT&T's favorable credit rating, and an off balance sheet funding solution at no risk to supplier. Over 200 diverse suppliers participated in early payment financing options during 2023 – 36 of those based in California.

External Programming

In 2023, AT&T supported events with advocacy organizations in both live and virtual settings, enabling employees in the AT&T Supplier Diversity organization to participate in a variety of different forums to connect with diverse businesses across the nation.

Activities, Participation and Outreach

Listed below is a snapshot of the top 2023 conferences, matchmakers, and supplier outreach supported by the AT&T Supplier Diversity organization in California and nationally:

- American Indian Chamber of Commerce of California – EXPO
- Asian Business Association Orange County – BizCon
- Asian Business Association Orange County – BizMatch
- Asian Business Association Los Angeles (ABALA) – Annual IMPACT Awards
- California Public Utilities Commission (CPUC) – GO 156 En Banc and Expo
- California Public Utilities Commission (CPUC) – Joint Utilities Committee
- Disability:IN – Global Conference & Expo
- National Asian / Pacific Islander American Chamber of Commerce & Entrepreneurship (National ACE) - #AAPIStrong Conference
- National LGBT Chamber of Commerce (NGLCC) – NGLCC Conference
- National Minority Supplier Development Council (NMSDC) – National Conference

- Pacific Southwest Minority Supplier Development Council (PSWMSDC) – Supplier Diversity Business Summit
- Southern CA Minority Supplier Development Council (SCMSDC) – B3 Conference + Expo
- Southern CA Minority Supplier Development Council (SCMSDC) – Leadership Excellence Awards
- US Pan Asian American Chamber of Commerce (USPAACC) – CelebrAsian Conference
- US Pan Asian American Chamber of Commerce Western Region (USPAACC-West) – SHEroes
- Western Region Minority Supplier Development Council (WRMSDC) – Construction Day
- Western Region Minority Supplier Development Council (WRMSDC) – Excellence in Supplier Diversity Awards Gala & Fundraiser
- Western Region Minority Supplier Development Council (WRMSDC) – Mult-Industry Expo
- Women’s Business Enterprise National Council (WBENC) – National Conference
- Women’s Business Enterprise Council Pacific (WBEC-Pacific) – WE-Xcel’s Vendor Showcase
- Women’s Business Enterprise Council West (WBEC-West) – Procurement Conference
- Women’s Business Enterprise Council West (WBEC-West) – Unconventional Women’s Conference
- Veterans in Business Network (VIB) – National Conference

Executive Education

In 2023, AT&T continued to support the growth and success of diverse businesses by supporting four diverse suppliers with scholarships to executive education programs. As part of our commitment to making meaningful and measurable contributions, scholarships are offered to corporate executive officers of certified diverse-owned businesses for the following programs:

- WBENC – WeTHRIVE (3)

The WeTHRIVE executive education program is designed to support and position woman owned businesses (WBEs) for future growth and success. During the eight-week program, WBEs attend virtual learning sessions across five disciplines (Leadership & Communication, Financial Management, Business Strategy, Operations & Human Resources, and Marketing & Sales).

- NMSDC – Advanced Management Education Program (AMEP) (1)

The NMSDC Northwestern University, Kellogg Advanced Management Executive Program is designed to provide certified, established, growth-oriented minority-owned business owners with the tools and skills needed to achieve and sustain accelerated growth in the constantly changing business environment. The leading-edge, four-day immersive program provides minority entrepreneurs the opportunity to work “on” their business in an interactive environment instructed by educators and professionals with real-world experiences.

Business Growth Acceleration Program (BGAP)

The BGAP completed its fifth cohort in 2023 facilitated through the Western Region Minority Supplier Development Council (WRMSDC). A total of 50 diverse suppliers graduated from the education/mentorship program with nine California-based graduates presenting to corporations over a two-day period virtually. Suppliers participated in a five-month program led by Thrivepoint Program, a woman-owned business, and engaged participants with experienced leaders and mentor sessions throughout the program. The BGAP program allowed participants to focus on scalability to meet the demands of larger corporations. The core of the program content was delivered in ten workshops throughout the five months with five individual mentor sessions with an assigned mentor. The program culminated with a final business plan presentation to mentors and an AT&T panel. Going



forward in 2024 and beyond, the AT&T Supplier Diversity organization intends to continue to support BGAP to focus solely on California diverse suppliers through the WRMSDC.

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 organization. Our 2023 awards and recognition accolades included:

- **Diversity Inc (now known as Fair360)** – #1 Top Corporations for Supplier Diversity
- **Greater Women’s Business Council Georgia** – Top Corporations Award
- **WBC-Southwest** – Corporation of the Year
- **US Hispanic Chamber of Commerce (USHCC)** – Corporation of the Year
- **Georgia Minority Supplier Development Council (GMSDC)** – Corporation of the Year
- **US Pan Asian American Chamber of Commerce (USPAACC)** – Supplier Diversity Champion
- **Women’s Business Enterprise National Council (WBENC)** – America’s Top Corporation for WBEs / Top Corporations Hall of Fame
- **Dallas Fort Worth Minority Supplier Development Council** – Corporation of the Year



9.1.2 Supplier Diversity Annual Results by Ethnicity

2023 AT&T Combined Companies Summary of Diverse Supplier Purchase Table

AT&T (Combined Companies)		2023	G.O. #156 Sec. 9.1.2			
WMDVLGBTBE Annual Results by Ethnicity						
		2023				
		Direct	Sub	Total \$	%	
1	Minority Male	Asian Pacific American	\$81,620,138	\$98,024,483	\$179,644,621	2.40%
2		African American	\$373,850,293	\$20,363,581	\$394,213,875	5.26%
3		Hispanic American	\$138,702,854	\$12,145,842	\$150,848,696	2.01%
4		Native American	\$10,103,625	\$4,947,474	\$15,051,099	0.20%
5		Multi-Ethnic American	\$0	\$35,873,754	\$35,873,754	0.48%
6		Total Minority Male	\$604,276,911	\$171,355,134	\$775,632,045	10.34%
7	Minority Female	Asian Pacific American	\$47,906,428	\$0	\$47,906,428	0.64%
8		African American	\$185,378	\$0	\$185,378	0.00%
9		Hispanic American	\$30,771,013	\$0	\$30,771,013	0.41%
10		Native American	\$17,977	\$0	\$17,977	0.00%
11		Multi-Ethnic American	\$2,382	\$0	\$2,382	0.00%
12		Total Minority Female	\$78,883,178	\$0	\$78,883,178	1.05%
13	Total Minority Business Enterprise (MBE)		\$683,160,089	\$171,355,134	\$854,515,223	11.39%
14	Women Business Enterprise (WBE)		\$379,271,964	\$176,405,673	\$555,677,638	7.41%
15	Disabled Veteran Business Enterprise (DVBE)		\$47,744,275	\$1,622,876	\$49,367,151	0.66%
16	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$270,083	\$544,859	\$814,942	0.011%
17	Disability Owned Business Enterprises (DBE)		\$0	\$934,263	\$934,263	0.01%
18	Other 8(a)*		\$0	\$0	\$0	0.00%
19	TOTAL WMDVLGBTBE		\$1,110,446,410	\$350,862,806	\$1,461,309,216	19.48%
20	Net Procurement**		\$7,500,087,461			

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



2023
AT&T California
Summary of Diverse Supplier Purchase Table

AT&T California	2023	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Annual Results by Ethnicity		

		2023				
		Direct	Sub	Total \$	%	
1	Minority Male	Asian Pacific American	\$42,670,050	\$39,763,697	\$82,433,747	3.70%
2		African American	\$89,863,314	\$8,260,500	\$98,123,814	4.41%
3		Hispanic American	\$43,128,489	\$4,926,969	\$48,055,458	2.16%
4		Native American	\$9,981,258	\$2,006,946	\$11,988,205	0.54%
5		Multi-Ethnic American	\$0	\$14,552,212	\$14,552,212	0.65%
6		Total Minority Male	\$185,643,112	\$69,510,325	\$255,153,437	11.46%
7	Minority Female	Asian Pacific American	\$28,542,055	\$0	\$28,542,055	1.28%
8		African American	\$92,420	\$0	\$92,420	0.00%
9		Hispanic American	\$25,493,599	\$0	\$25,493,599	1.15%
10		Native American	\$1,809	\$0	\$1,809	0.00%
11		Multi-Ethnic American	\$96	\$0	\$96	0.00%
12		Total Minority Female	\$54,129,981	\$0	\$54,129,981	2.43%
13	Total Minority Business Enterprise (MBE)		\$239,773,092	\$69,510,325	\$309,283,417	13.89%
14	Women Business Enterprise (WBE)		\$180,710,776	\$71,559,080	\$252,269,855	11.33%
15	Disabled Veteran Business Enterprise (DVBE)		\$41,287,206	\$658,321	\$41,945,526	1.88%
16	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$22,723	\$221,022	\$243,745	0.011%
17	Disability Owned Business Enterprises (DBE)		\$0	\$378,985	\$378,985	0.017%
18	Other 8(a)*		\$0	\$0	\$0	0.00%
19	TOTAL WMDVLGBTBE		\$461,793,796	\$142,327,732	\$604,121,529	27.13%
20	Net Procurement**		\$2,226,430,181			

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



2023
AT&T Mobility of California
Summary of Diverse Supplier Purchase Table

AT&T Mobility	2023	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Annual Results by Ethnicity		

		2023				
		Direct	Sub	Total \$	%	
1	Minority Male	Asian Pacific American	\$21,745,064	\$46,305,060	\$68,050,124	1.55%
2		African American	\$250,294,805	\$9,619,401	\$259,914,207	5.91%
3		Hispanic American	\$83,882,812	\$5,737,484	\$89,620,297	2.04%
4		Native American	\$97,776	\$2,337,101	\$2,434,877	0.06%
5		Multi-Ethnic American	\$0	\$16,946,137	\$16,946,137	0.39%
6		Total Minority Male	\$356,020,458	\$80,945,184	\$436,965,641	9.94%
7	Minority Female	Asian Pacific American	\$10,932,531	\$0	\$10,932,531	0.25%
8		African American	\$38,510	\$0	\$38,510	0.00%
9		Hispanic American	\$1,867,200	\$0	\$1,867,200	0.04%
10		Native American	\$372	\$0	\$372	0.00%
11		Multi-Ethnic American	\$2,258	\$0	\$2,258	0.00%
12		Total Minority Female	\$12,840,871	\$0	\$12,840,871	0.29%
13	Total Minority Business Enterprise (MBE)		\$368,861,329	\$80,945,184	\$449,806,513	10.23%
14	Women Business Enterprise (WBE)		\$129,232,866	\$83,330,971	\$212,563,836	4.83%
15	Disabled Veteran Business Enterprise (DVBE)		\$4,203,240	\$766,618	\$4,969,859	0.11%
16	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$240,755	\$257,382	\$498,137	0.011%
17	Disability Owned Business Enterprises (DBE)		\$0	\$441,330	\$441,330	0.010%
18	Other 8(a)*		\$0	\$0	\$0	0.000%
19	TOTAL WMDVLGBTBE		\$502,538,190	\$165,741,484	\$668,279,674	15.19%
20	Net Procurement**		\$4,398,057,053			

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



2023
AT&T Corp of California
Summary of Diverse Supplier Purchase Table

AT&T Corp	2023	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Annual Results by Ethnicity		

		2023				
		Direct	Sub	Total \$	%	
1	Minority Male	Asian Pacific American	\$16,880,841	\$11,593,547	\$28,474,388	3.31%
2		African American	\$32,896,282	\$2,408,441	\$35,304,722	4.11%
3		Hispanic American	\$11,289,119	\$1,436,512	\$12,725,632	1.48%
4		Native American	\$23,954	\$585,147	\$609,101	0.07%
5		Multi-Ethnic American	\$0	\$4,242,859	\$4,242,859	0.49%
6		Total Minority Male	\$61,090,196	\$20,266,506	\$81,356,702	9.46%
7	Minority Female	Asian Pacific American	\$8,203,940	\$0	\$8,203,940	0.95%
8		African American	\$52,343	\$0	\$52,343	0.01%
9		Hispanic American	\$3,340,749	\$0	\$3,340,749	0.39%
10		Native American	\$15,775	\$0	\$15,775	0.00%
11		Multi-Ethnic American	\$27	\$0	\$27	0.00%
12		Total Minority Female	\$11,612,834	\$0	\$11,612,834	1.35%
13	Total Minority Business Enterprise (MBE)		\$72,703,030	\$20,266,506	\$92,969,537	10.81%
14	Women Business Enterprise (WBE)		\$68,262,878	\$20,863,844	\$89,126,722	10.37%
15	Disabled Veteran Business Enterprise (DVBE)		\$2,228,548	\$191,941	\$2,420,488	0.28%
16	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$6,350	\$64,442	\$70,791	0.008%
17	Disability Owned Business Enterprises (DBE)		\$0	\$110,497	\$110,497	0.013%
18	Other 8(a)*		\$0	\$0	\$0	0.00%
19	TOTAL WMDVLGBTBE		\$143,200,806	\$41,497,229	\$184,698,035	21.48%
20	Net Procurement**		\$859,854,851			

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



2023
AT&T Long Distance – California
Summary of Diverse Supplier Purchase Table

AT&T Long Distance	2023	G.O. #156 Sec. 9.1.2
WMDVLGBTBE Annual Results by Ethnicity		

		=AS3				
		Direct	Sub	Total \$	%	
1	Minority Male	Asian Pacific American	\$324,183	\$362,179	\$686,361	4.36%
2		African American	\$795,893	\$75,239	\$871,132	5.53%
3		Hispanic American	\$402,433	\$44,876	\$447,309	2.84%
4		Native American	\$637	\$18,280	\$18,916	0.12%
5		Multi-Ethnic American	\$0	\$132,546	\$132,546	0.84%
6		Total Minority Male	\$1,523,145	\$633,119	\$2,156,264	13.69%
7	Minority Female	Asian Pacific American	\$227,901	\$0	\$227,901	1.45%
8		African American	\$2,105	\$0	\$2,105	0.01%
9		Hispanic American	\$69,465	\$0	\$69,465	0.44%
10		Native American	\$20	\$0	\$20	0.00%
11		Multi-Ethnic American	\$1	\$0	\$1	0.00%
12		Total Minority Female	\$299,492	\$0	\$299,492	1.90%
13	Total Minority Business Enterprise (MBE)		\$1,822,637	\$633,119	\$2,455,756	15.60%
14	Women Business Enterprise (WBE)		\$1,065,444	\$651,780	\$1,717,224	10.91%
16	Disabled Veteran Business Enterprise (DVBE)		\$25,281	\$5,996	\$31,278	0.20%
15	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$255	\$2,013	\$2,268	0.014%
18	Disability Owned Business Enterprises (DBE)		\$0	\$3,452	\$3,452	0.022%
17	Other 8(a)*		\$0	\$0	\$0	0.00%
19	TOTAL WMDVLGBTBE		\$2,913,618	\$1,296,360	\$4,209,978	26.74%
20	Net Procurement**		\$15,745,376			

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



2023 AT&T Combined Companies Direct Spend Table

AT&T (Combined Companies)	2023	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%	\$81,620,138	1.09%
2		African American	Direct	\$0	0.00%	\$0	0.00%	\$373,850,293	4.98%
3		Hispanic American	Direct	\$0	0.00%	\$0	0.00%	\$138,702,854	1.85%
4		Native American	Direct	\$0	0.00%	\$0	0.00%	\$10,103,625	0.13%
5		Multi-Ethnic American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
6		Total Minority Male	Direct	\$0	0.00%	\$0	0.00%	\$604,276,911	8.06%
7	Minority Female	Asian Pacific American	Direct	\$0	0.00%	\$0	0.00%	\$47,906,428	0.64%
8		African American	Direct	\$0	0.00%	\$0	0.00%	\$185,378	0.00%
9		Hispanic American	Direct	\$0	0.00%	\$0	0.00%	\$30,771,013	0.41%
10		Native American	Direct	\$0	0.00%	\$0	0.00%	\$17,977	0.00%
11		Multi-Ethnic American	Direct	\$0	0.00%	\$0	0.00%	\$2,382	0.00%
12		Total Minority Female	Direct	\$0	0.00%	\$0	0.00%	\$78,883,178	1.05%
13	Total Minority Business Enterprise (MBE)		Direct	\$0	0.00%	\$0	0.00%	\$683,160,089	9.11%
14	Women Business Enterprise (WBE)		Direct	\$0	0.00%	\$0	0.00%	\$379,271,964	5.06%
15	Disabled Veteran Business Enterprise (DVBE)		Direct	\$0	0.00%	\$0	0.00%	\$47,744,275	0.64%
16	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$0	0.00%	\$0	0.00%	\$270,083	0.00%
17	Disability Owned Business Enterprises (DBE)		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
18	Other 8(a)*		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
19	TOTAL WMDVLGBTBE		Direct	\$0	0.00%	\$0	0.00%	\$1,110,446,410	14.81%
20	Total Product Procurement			\$0					
21	Total Service Procurement			\$0					
22	Net Procurement**			\$7,500,087,461					
23	Total Number of WMDVLGBTBEs that Received Direct Spend			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
 Direct - DIRECT PROCUREMENT
 Sub - SUBCONTRACTOR PROCUREMENT
 % - PERCENTAGE OF NET PROCUREMENT



2023 AT&T Combined Companies Indirect Spend Table

AT&T (Combined Companies)
2023
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%	\$98,024,483	1.31%
2		African American	Sub	\$0	0.00%	\$0	0.00%	\$20,363,581	0.27%
3		Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$12,145,842	0.16%
4		Native American	Sub	\$0	0.00%	\$0	0.00%	\$4,947,474	0.07%
5		Multi-Ethnic American	Sub	\$0	0.00%	\$0	0.00%	\$35,873,754	0.48%
6		Total Minority Male	Sub	\$0	0.00%	\$0	0.00%	\$171,355,134	2.28%
7	Minority Female	Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
8		African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
9		Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
10		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
11		Multi-Ethnic American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
12		Total Minority Female	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
13	Total Minority Business Enterprise (MBE)		Sub	\$0	0.00%	\$0	0.00%	\$171,355,134	2.28%
14	Women Business Enterprise (WBE)		Sub	\$0	0.00%	\$0	0.00%	\$176,405,673	2.35%
15	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$0	0.00%	\$0	0.00%	\$544,859	0.01%
16	Disabled Veteran Business Enterprise (DVBE)		Sub	\$0	0.00%	\$0	0.00%	\$1,622,876	0.02%
17	Other 8(a)*		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
18	Disability Owned Business Enterprises (DBE)		Sub	\$0	0.00%	\$0	0.00%	\$934,263	0.01%
19	TOTAL WMDVLGBTBE		Sub	\$0	0.00%	\$0	0.00%	\$350,862,806	4.68%
20	Total Product Procurement			\$0					
21	Total Service Procurement			\$0					
22	Net Procurement**			\$7,500,087,461					
23	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

2023 AT&T Combined Companies Procurement by Standard Industrial Codes

AT&T (Combined Companies)

2023

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)	Disabled Veterans Business Enterprise (DVBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disability Owned Business Enterprise (DBE)	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	\$ 236,897	\$34,904	\$13,173	\$0	\$1,797,325	\$13,571,994	\$13,604,697	\$0	\$0	\$0	\$29,258,991	\$16,589,729	\$42,488,225	\$731,154	\$0	\$0	\$89,068,098	\$309,079,966
%	0.08%	0.01%	0.00%	0.00%	0.58%	4.39%	4.40%	0.00%	0.00%	0.00%	9.47%	5.37%	13.75%	0.24%	0.00%	0.00%	28.82%	
SIC 17: Construction Special Trade Contractors	\$ 29,560,019	\$5,926,586	\$596,155	\$0	\$5,670,557	\$5,487,830	\$1,131,991	\$0	\$0	\$0	\$48,373,138	\$43,290,818	\$5,880,341	\$0	\$0	\$0	\$97,544,297	\$781,148,982
%	3.78%	0.76%	0.08%	0.00%	0.73%	0.70%	0.14%	0.00%	0.00%	0.00%	6.19%	5.54%	0.75%	0.00%	0.00%	0.00%	12.49%	
SIC 35: Industrial And Commercial Machinery And Computer Equipment	\$ 4,395,553	\$28,670,864	\$13,727,600	\$0	\$94,132	\$0	\$7,416	\$0	\$0	\$0	\$46,895,565	\$83,405,268	\$5,784	\$0	\$0	\$0	\$130,306,617	\$349,413,936
%	1.26%	8.21%	3.93%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	13.42%	23.87%	0.00%	0.00%	0.00%	0.00%	37.29%	
SIC 36: Electronic & Other Electrical Equipment/Components, Except Computer	\$ 71,454,968	\$3,190,662	\$325,985,796	\$0	\$94,387,494	\$3,571,799	\$291,614	\$19,474	\$35,873,754	\$0	\$534,775,561	\$398,663,245	\$223,516	\$0	\$934,263	\$0	\$934,596,585	\$4,415,980,285
%	1.62%	0.07%	7.38%	0.00%	2.14%	0.08%	0.01%	0.00%	0.81%	0.00%	12.11%	9.03%	0.01%	0.00%	0.00%	0.00%	21.16%	
SIC 47: Transportation Services	\$ 0	\$3	\$12,580,209	\$0	\$95,004	\$300	\$0	\$0	\$0	\$0	\$12,675,516	\$54,907	\$4,541	\$0	\$0	\$0	\$12,734,964	\$95,117,973
%	0.00%	0.00%	13.23%	0.00%	0.10%	0.00%	0.00%	0.00%	0.00%	0.00%	13.33%	0.06%	0.00%	0.00%	0.00%	0.00%	13.39%	
SIC 50: Wholesale Trade-durable Goods	\$ 0	\$18	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$18	\$93,536	\$0	\$0	\$0	\$0	\$93,555	\$2,293,019
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.08%	0.00%	0.00%	0.00%	0.00%	4.08%	
SIC 51: Wholesale Trade-non-durable Goods	\$ 0	\$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	\$36,000,067	\$0	\$169,243	\$108,039	\$0	\$0	\$2,382	\$36,279,731	\$0	\$0	\$0	\$0	\$0	\$0	\$36,179,495	\$121,090,362
%	0.00%	0.00%	29.73%	0.00%	0.14%	0.09%	0.00%	0.00%	0.00%	29.96%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	29.88%	
SIC 73: Business Services	\$ 71,012,237	\$8,640,204	\$3,415,636	\$178,519	\$45,364,961	\$7,964,719	\$15,382	\$0	\$0	\$0	\$136,591,658	\$11,791,235	\$705,855	\$64,092	\$0	\$0	\$149,152,840	\$1,219,240,106
%	5.82%	0.71%	0.28%	0.01%	3.72%	0.65%	0.00%	0.00%	0.00%	0.00%	11.20%	0.97%	0.06%	0.01%	0.00%	0.00%	12.23%	
SIC 81: Legal	\$ 647,208	\$0	\$214,262	\$0	\$698,356	\$0	\$0	\$0	\$0	\$0	\$1,559,826	\$210,880	\$0	\$3,940	\$0	\$0	\$1,834,454	\$38,910,236
%	1.66%	0.00%	0.55%	0.00%	1.79%	0.00%	0.00%	0.00%	0.00%	0.00%	4.01%	0.54%	0.15%	0.01%	0.00%	0.00%	4.71%	
SIC 87: Engineering, Accounting, Research, Management, And Related Services	\$ 2,337,739	\$1,443,186	\$1,680,975	\$6,859	\$2,571,625	\$66,331	\$0	\$0	\$0	\$0	\$8,105,219	\$1,678,255	\$0	\$15,756	\$0	\$0	\$9,798,310	\$167,812,597
%	1.39%	0.86%	1.00%	0.00%	1.53%	0.04%	0.00%	0.00%	0.00%	0.00%	4.83%	1.00%	0.00%	0.01%	0.00%	0.00%	5.84%	
GROSS PRODUCTS/SERVICES PROCUREMENT	\$ 179,644,621	\$47,906,428	\$394,213,875	\$185,378	\$150,848,696	\$30,771,013	\$15,051,099	\$17,977	\$35,873,754	\$2,382	\$854,515,223	\$555,677,638	\$49,367,151	\$814,942	\$934,263	\$0	\$1,461,309,216	\$7,500,087,461
%	2.40%	0.64%	5.26%	0.00%	2.01%	0.41%	0.20%	0.00%	0.48%	0.00%	11.39%	7.41%	0.66%	0.011%	0.012%	0.000%	19.48%	

Total Product Procurement	n/a
Total Service Procurement	n/a
Net Procurement**	\$7,500,087,461

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

2023 AT&T Combined Companies Supplier Clearinghouse Data

AT&T (Combined Companies)

2023

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

# WMDVLGBTBEs	Revenue Reported to CHS							AT&T (Combined Companies) 2023 Summary						
	MBE	WBE	DVBE	LGBTBE	DBE	Other 8(a)*	Grand Total	MBE	WBE	DVBE	LGBTBE	DBE	Other 8(a)*	Grand Total
	Data on Number of Suppliers													
1 Under \$1 million	20	23	5	2	0	n/a	50	89	84	4	4	0	n/a	181
2 Under \$5 million	26	23	0	1	0	n/a	50	19	15	1	0	0	n/a	35
3 Under \$10 Million	15	11	0	0	0	n/a	26	4	2	0	0	0	n/a	6
4 Above \$10 Million	62	49	1	1	0	n/a	113	11	5	1	0	0	n/a	17
TOTAL	123	106	6	4	0	n/a	239	123	106	6	4	0	n/a	239

WMDVLGBTBE \$M	Revenue Reported to CHS							AT&T (Combined Companies) 2023 Summary						
	MBE	WBE	DVBE	LGBTBE	DBE	Other 8(a)*	Grand Total	MBE	WBE	DVBE	LGBTBE	DBE	Other 8(a)*	Grand Total
	Revenue and Payment Data													
1 Under \$1 Million	\$9,111,280	\$5,539,032	\$2,825,088	\$22,547	\$0	n/a	\$17,497,947	\$18,241,758	\$15,532,240	\$762,395	\$270,083	\$0	n/a	\$34,806,475
2 Under \$5 Million	\$7,021,978	\$8,303,581	\$0	\$5,222	\$0	n/a	\$15,330,781	\$40,343,187	\$28,046,892	\$2,062,694	\$0	\$0	n/a	\$70,452,772
3 Under \$10 Million	\$34,560,465	\$9,432,608	\$0	\$0	\$0	n/a	\$43,993,073	\$31,505,071	\$13,744,031	\$0	\$0	\$0	n/a	\$45,249,102
4 Above \$10 Million	\$632,466,365	\$355,996,743	\$44,919,186	\$242,314	\$0	n/a	\$1,033,624,609	\$593,070,073	\$321,948,801	\$44,919,186	\$0	\$0	n/a	\$959,938,061
TOTAL	\$683,160,089	\$379,271,964	\$47,744,275	\$270,083	\$0	n/a	\$1,110,446,410	\$683,160,089	\$379,271,964	\$47,744,275	\$270,083	\$0	n/a	\$1,110,446,410

Other 8(a): * FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION CAN INCLUDE 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

2023 AT&T Combined Companies Program Expenses

AT&T (Combined Companies)	2023 Report	G.O. #156 Sec. 9.1.3
WMDVLGBTBE Program Expenses		

Expense Category	Year (Actual)
Wages & Benefits	\$397,093
Other Employee Expenses	\$1,915
Program Expenses	\$176,340
Other	\$69
TOTAL	\$575,418

Note: Program expenses for CPUC filing represent 14% 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.



2023
AT&T Mobility of California
Progress Toward Goal

AT&T Mobility	2023	156 Sec. 9.1.4
WMDVLGBTBE Results and Goals		2023

Category	2023 Results	2023 Goals
Minority Men	9.94%	11.00%
Minority Women	0.29%	4.00%
Minority Business Enterprise (MBE)	10.23%	15.00%
Women Business Enterprise (WBE)	4.83%	5.00%
Disabled Veteran Business (DVBE)	0.11%	1.50%
(LGBTQ)	0.011%	1.00%
Disability Business Enterprises (DBE)	0.01%	0.00%
TOTAL WMDVLGBTBE	15.19%	22.50%

2023
AT&T Corp of California
Progress Toward Goal

AT&T Corp	2023	G.O. #156 Sec. 9.1.4
WMDVLGBTBE Results and Goals		2023

Category	2023 Results	2023 Goals
Minority Men	9.46%	11.00%
Minority Women	1.35%	4.00%
Minority Business Enterprise (MBE)	10.81%	15.00%
Women Business Enterprise (WBE)	10.37%	5.00%
Disabled Veteran Business (DVBE)	0.28%	1.50%
(LGBTQ)	0.008%	1.00%
Disability Business Enterprises (DBE)	0.01%	0.00%
TOTAL WMDVLGBTBE	21.48%	22.50%



2023
AT&T Long Distance – California
Progress Toward Goal

AT&T Long Distance	2023	G.O. #156 Sec. 9.1.4
WMDVLGBTBE Results and Goals		2023

Category	2023 Results	2023 Goals
Minority Men	13.69%	11.00%
Minority Women	1.90%	4.00%
Minority Business Enterprise (MBE)	15.60%	15.00%
Women Business Enterprise (WBE)	10.91%	5.00%
Disabled Veteran Business (DVBE)	0.20%	1.50%
(LGBTQ)	0.014%	1.00%
Disability Business Enterprises (DBE)	0.02%	0.00%
TOTAL WMDVLGBTBE	26.74%	22.50%

% - PERCENTAGE OF NET PROCUREMENT

9.1.5 Description of Prime Contractor Utilization of Diverse 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 approximately \$350 million subcontracting to California diverse businesses in 2023. Additional program achievements for the year were:

- \$2.5 billion in national Tier-2 subcontracting spend
- Over 250 suppliers reporting Tier-2 subcontracting

AT&T conducted both virtual and in-person matchmaking activities in 2023 by participating in advocacy organizations' events and facilitating virtual "Meet the Primes" events. Additionally, the AT&T Supplier Diversity organization transitioned to a new Tier-2 reporting system which helps to track and monitor our prime contractors and their utilization of diverse subcontractors.



2023 AT&T Combined Companies Prime Contractor Utilization table

AT&T (Combined Companies) 2023 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)	Disabled Veterans Business Enterprise (DVBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disability Owned Business Enterprises (DBE)	Other 8(a)*	TOTAL WMDVLGBTBE
Direct \$	\$604,276,911	\$78,883,178	\$683,160,089	\$379,271,964	\$47,744,275	\$270,083	\$0	\$0	\$1,110,446,410
Subcontracting \$	\$171,355,134	\$0	\$171,355,134	\$176,405,673	\$1,622,876	\$544,859	\$934,263	\$0	\$350,862,806
Total \$	\$775,632,045	\$78,883,178	\$854,515,223	\$555,677,638	\$49,367,151	\$814,942	\$934,263	\$0	\$1,461,309,216
Direct %	8.06%	1.05%	9.11%	5.06%	0.64%	0.00%	0.00%	0.00%	14.81%
Subcontracting %	2.28%	0.00%	2.28%	2.35%	0.02%	0.007%	0.012%	0.00%	4.68%
Total %	10.34%	1.05%	11.39%	7.41%	0.66%	0.011%	0.012%	0.00%	19.48%

Net Procurement** **\$7,500,087,461**

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

2023 AT&T California Prime Contractor Utilization table

AT&T California 2023 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)	Disabled Veterans Business Enterprise (DVBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disability Owned Business Enterprises (DBE)	Other 8(a)*	TOTAL WMDVLGBTBE
Direct \$	\$185,643,112	\$54,129,981	\$239,773,092	\$180,710,776	\$41,287,206	\$22,723	\$0	\$0	\$461,793,796
Subcontracting \$	\$69,510,325	\$0	\$69,510,325	\$71,559,080	\$658,321	\$221,022	\$378,985	\$0	\$142,327,732
Total \$	\$255,153,437	\$54,129,981	\$309,283,417	\$252,269,855	\$41,945,526	\$243,745	\$378,985	\$0	\$604,121,529
Direct %	8.34%	2.43%	10.77%	8.12%	1.85%	0.00%	0.00%	0.00%	20.74%
Subcontracting %	3.12%	0.00%	3.12%	3.21%	0.03%	0.01%	0.02%	0.00%	6.39%
Total %	11.46%	2.43%	13.89%	11.33%	1.88%	0.01%	0.02%	0.00%	27.13%

Net Procurement** **\$2,226,430,181**



2023 AT&T Mobility Prime Contractor Utilization table

AT&T Mobility		2023 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)	Disabled Veterans Business Enterprise (DVBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disability Owned Business Enterprises (DBE)	Other 8(a)*	TOTAL WMDVLGBTBE	
Direct \$	\$356,020,458	\$12,840,871	\$368,861,329	\$129,232,866	\$4,203,240	\$240,755	\$0	\$0	\$502,538,190	
Subcontracting \$	\$80,945,184	\$0	\$80,945,184	\$83,330,971	\$766,618	\$257,382	\$441,330	\$0	\$165,741,484	
Total \$	\$436,965,641	\$12,840,871	\$449,806,513	\$212,563,836	\$4,969,859	\$498,137	\$441,330	\$0	\$668,279,674	
Direct %	8.09%	0.29%	8.39%	2.94%	0.10%	0.01%	0.00%	0.00%	11.43%	
Subcontracting %	1.84%	0.00%	1.84%	1.89%	0.02%	0.01%	0.01%	0.00%	3.77%	
Total %	9.94%	0.29%	10.23%	4.83%	0.11%	0.01%	0.01%	0.00%	15.19%	
Net Procurement**	\$4,398,057,053									

2023 AT&T Corp of California Prime Contractor Utilization Table

AT&T Corp		2023 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)	Disabled Veterans Business Enterprise (DVBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disability Owned Business Enterprises (DBE)	Other 8(a)*	TOTAL WMDVLGBTBE	
Direct \$	\$61,090,196	\$11,612,834	\$72,703,030	\$68,262,878	\$2,228,548	\$6,350	\$0	\$0	\$143,200,806	
Subcontracting \$	\$20,266,506	\$0	\$20,266,506	\$20,863,844	\$191,941	\$64,442	\$110,497	\$0	\$41,497,229	
Total \$	\$81,356,702	\$11,612,834	\$92,969,537	\$89,126,722	\$2,420,488	\$70,791	\$110,497	\$0	\$184,698,035	
Direct %	7.10%	1.35%	8.46%	7.94%	0.26%	0.00%	0.00%	0.00%	16.65%	
Subcontracting %	2.36%	0.00%	2.36%	2.43%	0.02%	0.01%	0.01%	0.00%	4.83%	
Total %	9.46%	1.35%	10.81%	10.37%	0.28%	0.01%	0.01%	0.00%	21.48%	
Net Procurement**	\$859,854,851									



2023 AT&T Long Distance California Prime Contractor Utilization Table

AT&T Long Distance
2023 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)	Disabled Veterans Business Enterprise (DVBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disability Owned Business Enterprises (DBE)	Other 8(a)*	TOTAL WMDVLGBTBE
Direct \$	\$1,523,145	\$299,492	\$1,822,637	\$1,065,444	\$25,281	\$255	\$0	\$0	\$2,913,618
Subcontracting \$	\$633,119	\$0	\$633,119	\$651,780	\$5,996	\$2,013	\$3,452	\$0	\$1,296,360
Total \$	\$2,156,264	\$299,492	\$2,455,756	\$1,717,224	\$31,278	\$2,268	\$3,452	\$0	\$4,209,978
Direct %	9.67%	1.90%	11.58%	6.77%	0.16%	0.00%	0.00%	0.00%	18.50%
Subcontracting %	4.02%	0.00%	4.02%	4.14%	0.04%	0.01%	0.02%	0.00%	8.23%
Total %	13.69%	1.90%	15.60%	10.91%	0.20%	0.01%	0.02%	0.00%	26.74%

Net Procurement**	\$15,745,376
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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 Supplier Diversity Complaints Received & Current Status

No formal complaints were filed against any AT&T company or its affiliates in 2023.

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

Construction

AT&T employs a General Contractor Alliance Program nationally. We are proud to say that all three of the alliance partners assigned to California are diverse suppliers. Spend with these California-based companies has increased over the last several years and two of them saw an increase in 2023 exceeding 50% above spend from 2022. A Native American general contractor we added to our program saw their spend increased from \$27,000 in 2020 to \$10.8 million in 2023. A woman-owned general contractor began work on two contracts in California and saw their business with AT&T grow 10 times with \$4.1 million in California.

In 2024, AT&T will continue to focus on doing business with local, small contractors in California by issuing contracts under \$25 million with an emphasis on growing these businesses. In 2023, we signed more than \$59 million in contracts with local, small, and diverse businesses in California.

Legal

In 2023, AT&T Legal encouraged the use of diverse firms with diverse professionals, including women, minorities, disabled veterans, and LGBTQ+ professionals. In addition to a dedication to supplier diversity, the AT&T Legal Department continues to recognize the DE&I efforts of law firms it engages.

Moreover, the AT&T Legal Department's DE&I Committee has continued its focus on the following 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.

AT&T's Legal Department also demonstrated diversity and inclusion support via the following programs:

- Asian Americans Advancing Justice of Los Angeles Fellowship
- Association of Corporate Counsel, Southern California Chapter

- Bar Association of San Francisco Justice and Diversity Center Annual Gala
- Bar Association of San Francisco Minority Students Scholarship
- Black Women Lawyers Association of Los Angeles Foundation Scholarship
- 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 (Bar Exam Tutorials)
- The Mexican American Bar Foundation.

In 2023, AT&T’s utilization of a disabled-veteran law firm (also minority and woman-owned) saw growth of 150%. For 2024, the AT&T Legal Department and the AT&T Supplier Diversity organization will remain diligent in their efforts to procure certified diverse law firms for future business with AT&T.

Advertising

AT&T’s Advertising spend category ranks among one of the highest and the AT&T Supplier Diversity organization 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 diverse suppliers in key categories such as technology, production, marketing, digital, research, talent, and creative.

Finance

The AT&T Investment business unit remains active in pursuing emerging and diverse firms. As such, we wanted to provide you with an update through the end of 2023 of our engagement with 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. Listed below are our emerging manager participation totals through year-end 2023:

Private Markets:

- Prior to 2015, AT&T committed \$201.3 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 \$471 million in commitments to 23 emerging manager-led funds on a direct basis as of December 31, 2023.

Public Markets:

- AT&T has allocated a total of \$116.1 million to three emerging managers as of December 31, 2023.

Treasury:

- AT&T's key financial priority was reducing debt ratios and increasing network investments. Consequently, debt underwriting activity was relatively modest. In 2023, AT&T treasury engaged with 12 diverse firms with fees totaling \$679,000.

Additionally, AT&T invests in a money market fund that support DE&I initiatives. At the end of 2023, we had a balance of approximately \$1.4 billion in this fund whereby a portion of fees paid goes to support Howard University's GRACE Grant.

In 2024, the AT&T Treasury and AT&T Investment business units will continue to focus on securing diverse firms for future opportunities.



10.1.1 AT&T Supplier Diversity Goals

Table Annual Short, Mid, & LT Goals by SIC

M/W/DV/LGBTQBE Annual Short, Mid, and Long-Term Goals by SIC Category																									
		Short-Term 2024								Mid-Term 2025								Long-Term 2026							
SIC	Product/Service Descriptions	Minority		Total Minority Business Enterprise	Total Women Business Enterprise	Total Minority & Women Business Enterprises	Disabled Veteran Business Enterprise	LGBTQ Business Enterprise	Disability Owned Business Enterprises	Minority		Minority Business Enterprise	Women Business Enterprise	Total Minority & Women Business Enterprises	Disabled Veteran Business Enterprise	LGBTQ Business Enterprise	Disability Owned Business Enterprises	Minority		Minority Business Enterprise	Women Business Enterprise	Total Minority & Women Business Enterprises	Disabled Veteran Business Enterprise	LGBTQ Business Enterprise	Disability Owned Business Enterprises
		Men	Women	MBE	WBE	M/WBE	DVBE	LGBTQ	DBE	Men	Women	MBE	WBE	M/WBE	DVBE	LGBTQ	DBE	Men	Women	MBE	WBE	M/WBE	DVBE	LGBTQ	DBE
15	Building Construction/General Contractors Operative Builders	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%
17	Construction Special Trade Contractors	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%
35	Industrial/Commercial Machinery Computer Equipment	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%
36	Electronic - Other Electrical Equipment/Components (Except Computer Equipment)	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%
47	Transportation Services	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%
50	Wholesale Trade/Durable Goods	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%
51	Wholesale Trade/Non-Durable Goods	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%
55	Automotive Dealers Gasoline Service Stations	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%
73	Business Services	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%
81	Legal Services	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%
87	Engineering, Accounting, Research Management and Related Services	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%
Grand Total		11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%	11.0%	4.0%	15.0%	5.0%	20.0%	1.5%	1.50%	0.00%

10.1.2 Description of Supplier Diversity Program Activities Planned for the Next Calendar Year

AT&T Supplier Diversity is planning several program activities for 2024. We intend to conduct supplier engagement activities including, conferences, workshops, panel participation, supplier presentations, business matchmakers, and roundtable interviews.

Additionally, the AT&T Supplier Diversity organization 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 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. This includes increased activities with the CPUC and the State of California (California Diversity Summit, Northern and Southern California CPUC Expos).
- Build upon the Buy Small, Buy Local, Buy Diverse program we rolled out in 2021 for major cities across the US, including the San Francisco Bay Area in California that delivered over \$468 million in impact.

10.1.3 Plans for Recruiting Diverse Suppliers in Low Utilization Categories

The AT&T Supplier Diversity organization will continue to promote certified diverse businesses in all spend categories across the company. Subject matter experts within our organization are aligned to support over 30 different spend categories which includes low spend segments such as the AT&T Legal, Finance, and Human Resources.

Our intentional advocacy efforts position our organization to work closely with leadership from AT&T Global Supply Chain, other internal business units, and AT&T prime suppliers to uncover future AT&T projects that align with either Tier-1 or Tier-2 opportunities. We seek to have conversations that shift from focus on spend to increasing the number of diverse suppliers utilized in the commodity.

In instances where needs of the business are shifting and supplier consolidation could impact our diverse supplier community, our organization works diligently to stabilize and sustain inclusion for minority businesses.

10.1.4 Plans for Recruiting Diverse Suppliers Where Unavailable

AT&T does not exclude any procurement product or service category from our purchasing other than payments to utilities and AT&T affiliates, as well as, certain payments to governmental entities.

10.1.5 Plans for Encouraging Prime Contractors to Subcontract Diverse Suppliers

Our Prime Supplier Program is one of the most essential efforts within AT&T's 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 managers within the AT&T Supplier Diversity organization 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 subcontracting 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 with the updated registration portal (www.attsuppliers.com);
- Conducting “Meet the Primes” virtual matchmaking events in emerging spend categories with prime suppliers; and
- Inviting prime suppliers to AT&T Supplier Diversity sponsored events.

10.1.6 Plans for Complying with Supplier Diversity 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 is also good business -- a diverse supply chain is a strong supply chain.

AT&T will comply with the GO 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 AT&T Global Supply Chain leadership;
- Work with peers from the joint utilities to share best practices, create workshops, and collaborate to support the LGBTQ+ community; and
- Develop meaningful workshops to support the minority business community;



- Encourage qualified M/W/DV/LGBT/PDBEs to get certified through the Supplier Clearinghouse; and
- Develop an AT&T Prime Supplier virtual engagement series in growth areas of the business.

In 2024, we will maintain our industry leadership by executing our programs, diversity engagement, and most importantly, our spend with diverse suppliers in California.

Workforce and Board Diversity

At AT&T, we are committed to building and fostering a diverse, equitable, and inclusive workforce. Pursuant to Decision 22-04-035, AT&T provides the following information on workforce and board diversity:

- For a view of our workforce diversity, AT&T's national workforce diversity data is published on our website at: <https://about.att.com/pages/diversity>. NOTE: 2023 data has not been published as of March 1, 2024.
- Like many employers, AT&T submits US workforce data broken out by race/ethnicity, sex and EEO job category to the Equal Employment Opportunity Commission (EEOC) annually. Among other things, the EEOC uses this data to analyze employment patterns and identify the representation of workers within the US workforce. Information on AT&T's most current Federal Employer Information Report (EEO-1) is provided in the INDEX.
- Board Diversity: 40% of our Board of Directors is considered diverse based on race/ethnicity or gender. Information on AT&T's Board of Directors is available on our website at: <https://investors.att.com/corporate-governance/board-of-directors>.

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AT&T Workforce Data

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)											EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 08/31/2024				
SECTION A – TYPE OF REPORT CONSOLIDATED REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID H000080			EMPLOYER NAME AT&T INC												
ADDRESS 208 SOUTH AKARD STREET					CITY/TOWN DALLAS			STATE TX		ZIP CODE 75202					
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS					CITY/TOWN			STATE		ZIP CODE					
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 431552061															
SECTION E – EMPLOYER FILING ELIGIBILITY															
<input checked="" type="checkbox"/> YES (Employer is Eligible to File) <input type="checkbox"/> NO (Employer is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)															
Unique Entity ID (UEI): ER2RFDDFAVF4 <input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor) <input checked="" type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 517111 - Wired Telecommunications Carriers															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity													Row Total	
	Hispanic or Latino		Not Hispanic or Latino												
			Male					Female							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native		Two or More Races
Executive/Senior Level Officials and Managers	12	9	119	8	13	0	0	3	67	12	4	0	1	3	251
First/Mid-Level Officials and Managers	537	310	4614	583	992	12	32	131	1984	636	481	5	14	63	10394
Professionals	2544	1420	15287	3018	3410	66	127	454	6404	2824	1534	32	68	266	37454
Technicians	1283	177	5319	1263	545	42	79	220	684	672	68	2	9	30	10413
Sales Workers	6077	3794	9292	4522	1094	81	157	967	4931	4660	385	45	123	692	36820
Administrative Support Workers	803	1224	1751	762	208	6	28	79	2288	2915	224	19	43	164	10514
Craft Workers	4731	99	15131	4492	1004	74	225	571	324	314	37	3	7	13	27025
Operatives	50	1	529	265	2	0	6	20	20	58	1	0	1	2	955
Laborers and Helpers	0	0	1	2	0	0	1	0	2	0	0	0	0	0	6
Service Workers	7	1	18	4	1	0	0	1	15	12	2	0	1	1	63
CURRENT 2022 REPORTING YEAR TOTAL	16044	7035	52061	14919	7209	281	655	2446	16719	12103	2756	106	267	1234	133895
PRIOR 2021 REPORTING YEAR TOTAL	17708	7713	59842	18515	8013	319	723	2769	20272	14222	3104	121	324	1437	153082
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/16/2022 - 12/31/2022															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)															
Not Applicable															