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March 3, 2025

VIA E-MAIL

Ms. Rachel Peterson, Executive Director
California Public Utilities Commission
505 Van Ness Avenue
San Francisco, CA 94102-3298

RE: **Verizon 2024 General Order 156 Compliance Filing**

Dear Ms. Peterson:

Enclosed for filing, please find Verizon's 2024 General Order 156 compliance filing.

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

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

Respectfully submitted,

/s/ Rex Knowles

Rex Knowles

Enclosure

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



GENERAL ORDER 156 COMPLIANCE FILING

CPUC

January – December 2024

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INTRODUCTION

In accordance with the requirements of California Public Utilities Code Division 4, Chapter 7, Article 5 (Women, Minority, Disabled Veteran, and LGBT Business Enterprises (§§ 8281 – 8286) and the California Public Utilities Commission’s implementing regulations assembled in General Order 156, Verizon hereby submits the attached Annual Report that covers supplier activities and results from January 1, 2024 – December 31, 2024 for the Goals set by the CPUC and our 2024 Annual Plan.

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

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

GO 156, §9.1.1: Description of supplier diversity program activities during the previous calendar year.
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INTERNAL PROGRAM STRATEGIES AND ACTIVITIES

Responsible Business: We're on a mission to help solve some of the biggest challenges the world faces today by leveraging our technology, innovation and people:

- **Verizon Skill Forward** provides skills to help program participants pave new career opportunities with job-relevant programs from EdX and is part of Verizon's goal to make quality education accessible for all. There are more than 250 courses spanning 84 unique professional certificate programs across in-demand areas of AI, business coding, communication, finance IT and more. Verizon offers access to a suite of edX development and exploration tools including career tips, resources, job board and industry related events and workshops.
- **Verizon's Small Business Digital Ready** provides small businesses with free on-line courses, tools, coaching, peer networking and access to grants where small businesses can apply for funding to take their business to the next level. There are over 64,000 small businesses in California registered in the Small Business Digital Ready program, over 25,000 registered in 2024 alone. Participants who register and complete two courses or mentoring events are eligible to apply for grant funding exclusive to users of Small Business Digital Ready. Our grants are in the range of \$10,000 and are for those small businesses that can use additional sources of funding. Many of these grants are provided to diverse businesses. In California, for 2024, 65% of the small business grant awardees were people of color; 9% LGBT, 17% disability-owned 4% veteran and 57% of total grantees were women, and there are over 64,000 small businesses in California registered in the Small Business Digital Ready program, over 25,000 registered in 2024 alone.

GO 156, §9.1.1: Description of supplier diversity program activities during the previous calendar year.
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EXTERNAL PROGRAM STRATEGIES AND ACTIVITIES**Key External Partnerships****Outreach**

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

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

We partner with community organizations to stay relevant with our support of a range of businesses and to accelerate business development, growth and opportunities. Verizon's external program initiatives in 2024 included events with:

- National Veteran Business Development Council (NVBDC) "Vet's Night Out" held on October 29th - 30th in Detroit, Michigan,
- Small Business Partner Summit in DC on February 28th,
- CPUC's Small Business Expo on October 9th in Riverside, California,
- Latino Action Network (supports Latino businesses in California) (January 18th),
- NGLCC on February 26th,
- WBENC conference from March 19-22 in Denver, Colorado,
- Wireless Infrastructure Association's annual conference held in Atlanta, Georgia May 14th-16th,

- US Pan Asian American Chamber's annual conference in Atlanta, Georgia on May 29th-31st,
- US Black Chamber's virtual matchmaking session on June 12th,
- Disability:IN's annual conference and Expo on July 15-18,
- NGLCC International Business and Leadership conference July 30 - August 2nd in Palm Springs, California,
- Billion Dollar Roundtable Summit (August 21-22) in Silicon Valley, California,
- California Hispanic Chamber of Commerce conference on August 21-23 in Bakersfield, California,
- New Jersey's vendor conference on fostering strong partnerships with utilities and diverse NJ businesses on October 17th in Somerset New Jersey,
- the National Business Consortium, hosted by WBENC, held in Washington DC on November 11-12.

GO 156 §9.1.2: Supplier Diversity Results by: ethnicity, direct and subcontractor procurement results by product/service categories, SIC codes, number of diverse suppliers and revenue reported to the supplier clearinghouse, description of number of diverse suppliers with California majority workforce.

Supplier Diversity Annual Results by Ethnicity:¹

Supplier Diversity Annual Report and Annual Plan

Verizon Communications Inc.		Report Year: 2024	GO 156 Section 9.1.2			
		Supplier Diversity Results by Ethnicity				
		2024				
		Direct Spend ¹ \$	Sub Spend ² \$	Total \$	%	
1	Minority Male	African American	\$ 5,964,352	\$ 7,038,790	\$ 13,003,142	0.37%
2		Asian Pacific American	\$ 237,862,586	\$ 58,644,806	\$ 296,507,392	8.38%
3		Hispanic American	\$ 1,347,249	\$ 3,407,247	\$ 4,754,496	0.13%
4		Native American	\$ 18,309	\$ 833,157	\$ 851,466	0.02%
5		Total Minority Male	\$ 245,192,496	\$ 69,924,000	\$ 315,116,496	8.90%
6	Minority Female	African American	\$ 2,266	\$ 154,113	\$ 156,379	0.00%
7		Asian Pacific American	\$ 2,260,423	\$ 53,117,369	\$ 55,377,791	1.56%
8		Hispanic American	\$ 1,581,530	\$ 158,751,414	\$ 160,332,945	4.53%
9		Native American	\$ 5,814	\$ 1,822,156	\$ 1,827,970	0.05%
10		Total Minority Female	\$ 3,850,033	\$ 213,845,052	\$ 217,695,085	6.15%
11	Total Minority Business Enterprise (MBE)		\$ 249,042,529	\$ 283,769,052	\$ 532,811,580	15.05%
12	Women Business Enterprise (WBE)		\$ 9,612,808	\$ 57,532,871	\$ 67,145,679	1.90%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$ 3,339,072	\$ 409,575	\$ 3,748,647	0.11%
14	Disabled Veteran Business Enterprise (DVBE)		\$ 1,182,916	\$ 2,186,628	\$ 3,369,544	0.10%
15	Persons with Disabilities Business Enterprise (PDDBE)		\$ 517,786	\$ 1,918,067	\$ 2,435,853	0.07%
16	8(a)*					
17	Total Supplier Diversity Spend		\$ 263,695,111	\$ 345,816,193	\$ 609,511,303	17.22%
18	Net Procurement**		\$ 3,539,424,251			

NOTES:

* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBPDDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

¹ Direct - Means Direct Procurement: when a utility directly procures from a supplier.

² Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).

% - Percentage of Net Procurement.

Totals may not add due to rounding.

¹The Purchase Base and diverse supplier spending dollar amounts shown in the table are derived from a national system and are not limited to Verizon spending for business activity in California and are inclusive of amounts spent with all diverse suppliers certified with the Clearinghouse regardless of location.

Supplier Diversity Direct Procurement by Product and Service Categories:

Supplier Diversity Annual Report and Annual Plan (Direct Spend)

Name of Utility		Report Year: 2024				GO 156 Section 9.1.2			
Supplier Diversity Direct Procurement Results by Product and Service Categories									
				2024					
		Product		Service		Total			
		\$	%	\$	%	\$	%	\$	%
1	Minority Male	African American	Direct	\$ 5,964,352	0.60%	\$ -	0.00%	\$ 5,964,352	0.17%
2		Asian Pacific American	Direct	\$ 51,787,075	5.17%	\$ 186,075,511	7.33%	\$ 237,862,586	6.72%
3		Hispanic American	Direct	\$ 1,326,276	0.13%	\$ 20,974	0.00%	\$ 1,347,249	0.04%
4		Native American	Direct	\$ -	0.00%	\$ 18,309	0.00%	\$ 18,309	0.00%
5		Total Minority Male	Direct	\$ 59,077,703	5.90%	\$ 186,114,793	7.33%	\$ 245,192,496	6.93%
6	Minority Female	African American	Direct	\$ -	0.00%	\$ 2,266	0.00%	\$ 2,266	0.00%
7		Asian Pacific American	Direct	\$ 336,613	0.03%	\$ 1,923,810	0.08%	\$ 2,260,423	0.06%
8		Hispanic American	Direct	\$ 1,573,086	0.16%	\$ 8,445	0.00%	\$ 1,581,530	0.04%
9		Native American	Direct	\$ 5,814	0.00%	\$ -	0.00%	\$ 5,814	0.00%
10		Total Minority Female	Direct	\$ 1,915,513	0.19%	\$ 1,934,520	0.08%	\$ 3,850,033	0.11%
11	Total Minority Business Enterprise (MBE)	Direct	\$ 60,993,216	6.09%	\$ 188,049,313	7.41%	\$ 249,042,529	7.04%	
12	Women Business Enterprise (WBE)	Direct	\$ 8,221,247	0.82%	\$ 1,391,561	0.05%	\$ 9,612,808	0.27%	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Direct	\$ 2,455,906	0.25%	\$ 883,166	0.03%	\$ 3,339,072	0.09%	
14	Disabled Veteran Business Enterprise (DVBE)	Direct	\$ 332,886	0.03%	\$ 850,030	0.03%	\$ 1,182,916	0.03%	
15	Persons with Disabilities Business Enterprise (PDBE)	Direct	\$ 40,804	0.00%	\$ 496,167	0.02%	\$ 536,971	0.02%	
16	8(a)*	Direct				0.00%	\$ -	0.00%	
17	Total Supplier Diversity Spend	Direct	\$ 72,044,059	7.19%	\$ 191,670,237	7.55%	\$ 263,714,296	7.45%	
18	Net Procurement**		\$		3,539,424,251				
19	Net Product Procurement		\$		1,001,830,792				
20	Net Service Procurement		\$		2,537,593,459				
21	Total Number of Diverse Direct Suppliers						84		

NOTES:

* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).
 ** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

1 Direct - Means Direct Procurement: when a utility directly procures from a supplier.
 2 Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).
 %- Percentage of Net Procurement.

Totals may not add due to rounding.

Supplier Diversity Subcontractor Procurement by Product and Service Categories:

Supplier Diversity Annual Report and Annual Plan (Subcontracting Spend)

Verizon Communications Inc.	Report Year: 2024	GO 156 Section 9.1.2
Supplier Diversity Subcontractor Procurement Results by Product and Service Categories		

				2024					
		Product		Service		Total			
		\$	%	\$	%	\$	%		
1	Minority Male	African American	Sub	\$ 1,043,853	0.10%	\$ 5,994,937	0.24%	\$ 7,038,790	0.20%
2		Asian Pacific American	Sub	\$ 40,923,077	4.08%	\$ 17,721,729	0.70%	\$ 58,644,806	1.66%
3		Hispanic American	Sub	\$ 2,930,826	0.29%	\$ 476,420	0.02%	\$ 3,407,247	0.10%
4		Native American	Sub	\$ -	0.00%	\$ 833,157	0.03%	\$ 833,157	0.02%
5		Total Minority Male	Sub	\$ 44,897,756	1.27%	\$ 25,026,244	0.71%	\$ 69,924,000	1.98%
6	Minority Female	African American	Sub	\$ 15,895	0.00%	\$ 138,218	0.01%	\$ 154,113	0.00%
7		Asian Pacific American	Sub	\$ 11,581,789	1.16%	\$ 41,535,580	1.64%	\$ 53,117,369	1.50%
8		Hispanic American	Sub	\$ 1,942,248	0.19%	\$ 156,809,166	6.18%	\$ 158,751,414	4.49%
9		Native American	Sub	\$ 12,217	0.00%	\$ 1,809,938	0.07%	\$ 1,822,156	0.05%
10	Total Minority Female	Sub	\$ 13,552,149	0.38%	\$ 200,292,903	5.66%	\$ 213,845,052	6.04%	
11	Total Minority Business Enterprise (MBE)	Sub	\$ 58,449,905	5.83%	\$ 225,319,146	8.88%	\$ 283,769,052	8.02%	
12	Women Business Enterprise (WBE)	Sub	\$ 6,631,647	0.66%	\$ 50,901,224	2.01%	\$ 57,532,871	1.63%	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Sub	\$ -	0.00%	\$ 409,575	0.02%	\$ 409,575	0.01%	
14	Disabled Veteran Business Enterprise (DVBE)	Sub	\$ -	0.00%	\$ 2,186,628	0.09%	\$ 2,186,628	0.06%	
15	Persons with Disabilities Business Enterprise (DBE)	Sub	\$ 49,634	0.00%	\$ 1,868,433	0.07%	\$ 1,918,067	0.05%	
16	8(a)*	Sub	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%	
17	Total Supplier Diversity Spend	Sub	\$ 65,131,186	6.50%	\$ 280,685,007	11.06%	\$ 345,816,193	9.77%	
18	Net Procurement**	\$				3,539,424,251			
19	Net Product Procurement	\$				1,001,830,792			
20	Net Service Procurement	\$				2,537,593,459			
21	Total Number of Diverse Subcontractors							131	

NOTES:

* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTDPBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).
 ** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

¹ Direct - Means Direct Procurement: when a utility directly procures from a supplier.

² Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).

% - Percentage of Net Procurement.

Totals may not add due to rounding.

Supplier Diversity procurement by standard industrial categories (SIC) codes:

Supplier Diversity Annual Report and Annual Plan

Verizon Communications Inc.		Report Year: 2024														GO 156 Section 8.1.2	
Supplier Diversity Results by Standard Industrial Classification (SIC) Codes																	
SIC Code	Description	African American		Asian Pacific American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male	Female								
15	Construction - General Contractors & Operative Builders	\$ 442,207	\$ -	\$ -	\$ -	\$ 309,067	\$ -	\$ -	\$ -	\$ 753,274	\$ 138,553	\$ -	\$ 654,034	\$ -	\$ -	\$ 1,745,861	\$ 313,625,774
	%	0.14%	0.00%	0.00%	0.00%	0.00%	0.10%	0.00%	0.00%	0.24%	0.04%	0.00%	0.27%	0.00%	0.00%	0.56%	0.05%
16	Heavy Construction, Except Building Construction, Contractor	\$ -	\$ -	\$ 28,120	\$ 336,613	\$ 878,673	\$ 109,052	\$ -	\$ -	\$ 1,352,457	\$ 3,769,012	\$ -	\$ -	\$ -	\$ -	\$ 5,121,470	\$ 450,237,910
	%	0.00%	0.00%	0.01%	0.07%	0.20%	0.02%	0.00%	0.00%	0.30%	0.84%	0.00%	0.00%	0.00%	0.00%	1.14%	0.12%
17	Construction - Special Trade Contractors	\$ -	\$ 15,895	\$ 22,469	\$ -	\$ 741,213	\$ 69,690	\$ -	\$ 18,032	\$ 987,298	\$ 5,180,767	\$ -	\$ -	\$ 49,634	\$ -	\$ 5,097,699	\$ 6,114,723
	%	0.00%	0.26%	0.37%	0.00%	12.15%	1.41%	0.00%	0.29%	14.16%	84.79%	0.00%	0.81%	0.00%	99.72%	0.00%	0.17%
27	Printing, Publishing and Allied Industries	\$ -	\$ -	\$ -	\$ -	\$ 17,023	\$ -	\$ -	\$ -	\$ 17,023	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 17,023	\$ 17,023
	%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	
30	Rubber and Miscellaneous Plastic Products	\$ -	\$ -	\$ 3,817	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,817	\$ 624,091	\$ -	\$ -	\$ -	\$ -	\$ 627,908	\$ 627,908
	%	0.00%	0.00%	0.61%	0.00%	0.00%	0.00%	0.00%	0.00%	0.61%	99.39%	0.00%	0.00%	0.00%	100.00%	100.00%	
35	Industrial and Commercial Machinery and Computer Equipment	\$ 5,964,352	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,964,352	\$ 29,831	\$ -	\$ -	\$ -	\$ -	\$ 5,994,183	\$ 5,994,183
	%	99.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	99.50%	0.50%	0.00%	0.00%	0.00%	100.00%	100.00%	
36	Electronic & Other Electrical Equipment & Components	\$ -	\$ -	\$ 90,545,996	\$ 2,932	\$ 725,658	\$ 1,115,078	\$ -	\$ -	\$ 92,389,663	\$ 49,631	\$ -	\$ -	\$ -	\$ -	\$ 92,439,294	\$ 385,789,273
	%	0.00%	0.00%	23.47%	0.00%	0.29%	0.00%	0.00%	23.92%	14.16%	84.79%	0.00%	0.00%	0.00%	23.96%	0.37%	
48	Communications	\$ -	\$ -	\$ 933,080	\$ -	\$ 228,545	\$ -	\$ -	\$ -	\$ 1,161,624	\$ 2,960,652	\$ -	\$ -	\$ -	\$ -	\$ 4,122,276	\$ 883,912,213
	%	0.00%	0.00%	0.11%	0.00%	0.03%	0.00%	0.00%	0.13%	0.33%	0.00%	0.00%	0.00%	0.00%	0.47%	0.12%	
50	Wholesale Trade - Durable Goods	\$ 2,760	\$ -	\$ 468,625	\$ 11,578,856	\$ -	\$ -	\$ -	\$ -	\$ 12,050,242	\$ 1,435,224	\$ -	\$ -	\$ -	\$ -	\$ 13,485,466	\$ 72,151,461
	%	0.00%	0.00%	0.69%	16.96%	0.00%	0.00%	0.00%	0.00%	15.79%	1.99%	0.00%	0.00%	0.00%	18.99%	0.00%	
51	Wholesale Trade - Nondurable Goods	\$ -	\$ -	\$ -	\$ 2,618	\$ 1,532,985	\$ -	\$ -	\$ -	\$ 1,535,603	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,031,770	\$ 60,997,766
	%	0.00%	0.00%	0.00%	0.00%	2.53%	0.00%	0.00%	2.53%	0.00%	0.00%	0.00%	0.00%	0.82%	0.00%	0.06%	
65	Real Estate	\$ -	\$ -	\$ 31,845	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 31,845	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 31,845	\$ 31,845
	%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	
73	Business Services	\$ 3,927,895	\$ 138,218	\$ 202,315,384	\$ 42,993,291	\$ -	\$ 156,817,611	\$ -	\$ -	\$ 406,192,399	\$ 50,351,708	\$ 3,748,647	\$ -	\$ -	\$ -	\$ 460,292,754	\$ 553,622,733
	%	0.71%	0.02%	36.54%	7.77%	0.00%	28.33%	0.00%	0.00%	73.37%	9.09%	0.68%	0.00%	0.00%	83.14%	12.89%	
Total		\$ 13,003,142	\$ 156,379	\$ 296,507,392	\$ 55,377,791	\$ 4,754,496	\$ 160,332,945	\$ 851,466	\$ 1,827,970	\$ 532,811,580	\$ 67,145,679	\$ 3,748,647	\$ 3,369,544	\$ 2,435,853	\$ -	\$ 609,511,303	\$ 3,534,437,531
		%	0.37%	0.00%	8.39%	1.57%	0.13%	4.54%	0.02%	0.05%	15.07%	0.11%	0.10%	0.07%	0.00%	17.24%	100.00%
Net Procurement**		\$ 3,539,424,251.29															

NOTES:
 * 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDV/LGBT/DBE. Businesses owned and controlled by persons bound to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).
 ** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

Direct - Means Direct Procurement when a utility directly procures from a supplier.
 Sub - Means Subcontractor Procurement when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).
 % - Percentage of Net Procurement.
 Total Procurement by SIC Code represents our best effort estimate as this is not a managerial metric in the company normal course of business.

Totals may not add due to rounding.

Number of diverse suppliers and revenue reported to the Clearinghouse:

Supplier Diversity Annual Report and Annual Plan

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Verizon Communications Inc.	Report Year: 2024	GO 156 Section 9.1.2
Number of Diverse Suppliers and Revenue Reported to the Supplier Clearinghouse		

Number of Diverse Suppliers	Revenue Reported to the Supplier Clearinghouse							Utility-Specific 2024 Summary						
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total
	Under \$1 million	16	14					30	679	465	3	69		
Under \$5 million	18	13	-	-	1		32	46	45	3	7	13		114
Under \$10 million	9	19	1	-	-		29	16	16		2			84
Above \$10 million	67	51			1		119	47	15	1	2	1		66
Total	110	97	1	-	2		210	788	541	7	80	14	-	1,430

Revenue of Diverse Suppliers	Revenue Reported to the Supplier Clearinghouse							Utility-Specific 2024 Summary						
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total
	Under \$1 million	\$ 4,864,706	\$ 172,726,711					\$ 177,591,417	\$ 141,032,717	\$ 141,181,499	\$ 10,046,300	\$ 19,792,294		
Under \$5 million	\$ 48,953,651	\$ 46,625,033			\$ 3,750,000		\$ 99,328,684	\$ 166,775,417	\$ 112,696,963	\$ 1,431,522	\$ 24,470,351	\$ 2,160,016		\$ 307,534,269
Under \$10 million	\$ 58,940,369	\$ 193,744,170	\$ 6,221,347				\$ 258,905,886	\$ 129,390,632	\$ 111,538,704		\$ 13,354,259			\$ 254,283,595
Above \$10 million	\$ 44,442,870,652				\$ 14,800,000		\$ 44,457,670,652	\$ 2,264,355,004	\$ 524,703,078	\$ 16,672,767	\$ 303,713,617	\$ 12,245,948		\$ 3,121,690,413
Total	44,555,629,378	413,095,914	6,221,347	-	18,550,000	-	44,993,496,639	2,701,553,770	890,120,244	28,150,589	361,330,520	14,405,964	-	3,995,561,087

NOTES:
 * 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBDPE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).
 ** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

Totals may not add due to rounding.

Description of number of diverse suppliers with California majority workforce:

Verizon does not track this information.

GO 156 §9.1.3: An itemization of supplier diversity program expenses.

Supplier Diversity Annual Report and Annual Plan

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Verizon Communications Inc.	Report Year: 2024	GO 156 Section 9.1.3
Supplier Diversity Program Expense		

Expense Category	Year (Actual)
Wages	\$27,719
Other Employee Expenses	\$ -
Program Expenses	\$ 36,851
Reporting Expenses	\$ -
Training Expenses	\$ -
Consultant Expenses	\$ -
Other Expenses	\$ -
Total	\$ 64,570

The table above represents program expenses from Verizon's external affairs, regulatory, legal, supplier diversity organizations, as well as additional support.

*Note: the wages entry reflects the contract management department wages only. The Regulatory department wages are not reflected above.

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

In 2024, Verizon spent 17.22% of its procurement dollars with women, minorities, disabled veterans, lesbian, gay, bisexual, and transgender-owned business enterprises (diverse suppliers).

Minority Business Enterprises (MBE)

MBE purchases accounted for \$532.8 million of total purchases in 2024. This resulted in a 15.05% MBE spend.

Women Business Enterprises (WBE)

WBE purchases accounted for \$67.1 million of total purchases in 2024. This resulted in a 1.90% WBE spend. However, the overall spend with minority women combined with WBEs is 8.05%.

Disabled Veteran Business Enterprises (DVBE)

DVBE purchases accounted for \$3.3 million of total purchases in 2024. This resulted in a 0.10% DVBE spend.

Lesbian, Gay, Bisexual, and Transgender Business Enterprises (LGBTBE)

Verizon had \$3.7million in LGBTBE purchases in 2024. This resulted in a 0.11% LGBTBE spend.

Verizon Communications, Inc.	Report Year: 2024	GO 156 Section 9.1.4
Supplier Diversity Results Compared to Set Goals		

Category	2024 Result %	2024 Goal %
Minority Male Business Enterprise	0.26%	See note
Minority Female Business Enterprise	6.15%	See note
Minority Business Enterprise (MBE)	15.05%	10.32%
Women Business Enterprise (WBE)	1.90%	2.17%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.11%	0.01%
Disabled Veteran Business Enterprise (DVBE)	0.10%	0.06%
Persons with Disabilities Business Enterprise (DBE)	0.07%	0%
Total	17.22%	12.56%

NOTE:
 % - Percentage of Net Procurement.
 *Categories are not part of the Utility Goal from prior year

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

Verizon operates a robust multi-tier diversity spend program that encourages partnership and collaboration between our prime suppliers and small and diverse suppliers. Verizon also encourages its suppliers to make good faith efforts to engage diverse subcontractors.

In 2024, Verizon continued with our efforts of identifying direct and subcontracting opportunities to increase spend across numerous categories. This focus included partnering with business stakeholders, champions and sourcing to ensure our prime suppliers made good faith efforts to include small and diverse suppliers in their procurement processes and report spend to Verizon in accordance with their underlying contract, when applicable.

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

[Note: Includes persons with disabilities business enterprises]

Supplier Diversity Annual Report and Annual Plan

Verizon Communications, Inc.	Report Year: 2024	GO 156 Section 9.1.5
Summary of Diverse Contractor Utilization		

Total Prime Contractor Utilization of Diverse Subcontractors

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total Supplier Diversity Spend
Direct \$	\$ 245,192,496	\$ 3,850,033	\$ 249,042,529	\$ 9,612,808	\$ 3,339,072	\$ 1,182,916	\$ 536,971		\$ 263,714,296
Sub \$	\$ 69,924,000	\$ 213,845,052	\$ 283,769,052	\$ 57,532,871	\$ 409,575	\$ 2,186,628	\$ 1,918,067		\$ 345,816,193
Total \$	\$ 315,116,496	\$ 217,695,085	\$ 532,811,580	\$ 67,145,679	\$ 3,748,647	\$ 3,369,544	\$ 2,455,038	\$ -	\$ 609,530,488
Direct %	6.93%	0.11%	7.04%	0.27%	0.09%	0.03%	0.02%	0.00%	7.45%
Sub %	1.98%	6.04%	8.02%	1.63%	0.01%	0.06%	0.05%	0.00%	9.77%
Total %	8.90%	6.15%	15.05%	1.90%	0.11%	0.10%	0.07%	0.00%	17.22%
Net Procurement ** \$	\$ 3,539,424,251								

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

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Veteran Business Enterprise (DVBE)	Disabilities Business Enterprise (DBE)	8(a)*	Total Supplier Diversity Spend
In-State Direct \$	\$ 235,992,723	\$ 1,967,835	\$ 237,960,558	\$ 6,769,224	\$ 2,455,906	\$ 1,182,916	\$ 536,971		\$ 248,905,575
In-State Sub \$	\$ 46,650,061	\$ 203,825,849	\$ 250,475,910	\$ 51,616,457	\$ 409,575	\$ 1,446,582	\$ 279,315		\$ 304,227,839
Total \$									
In-state direct %	6.67%	0.06%	6.72%	0.19%	0.07%	0.03%	0.02%	0.00%	7.03%
In-state sub %	1.32%	5.76%	7.08%	1.46%	0.01%	0.04%	0.01%	0.00%	8.60%
Total %	7.99%	5.81%	13.80%	1.65%	0.08%	0.07%	0.02%	0.00%	15.63%
Net Procurement ** \$	\$ 3,539,424,251								

NOTES:

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Direct - Means Direct Procurement: when a utility directly procures from a supplier.
 Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).
 % - Percentage of Net Procurement.

Totals may not add due to rounding.

Supplier Diversity Annual Report and Annual Plan

Verizon Communications, Inc.	Report Year: 2024	GO 156 Section 9.1.5
New Diverse Prime and Subcontractor Utilization		

Category	New Prime Contractors #	New Subcontractors #
Minority Male Business Enterprise	3	9
Minority Female Business Enterprise	2	4
Total Minority Business Enterprise (MBE)	5	13
Women Business Enterprise (WBE)	3	7
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0	1
Disabled Veteran Business Enterprise (DVBE)	0	1
Persons with Disabilities Business Enterprise (DBE)	0	0
8(a)	0	0
Total	8	22

NOTES:

* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGTPDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).
 ** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

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

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

Verizon is proactive in resolving issues that arise as a result of direct or subcontracting relationships. There were no complaints filed with the Clearinghouse in 2024.

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

Verizon engaged in outreach to small, local, and diverse suppliers in low utilization categories, such as legal, financial/investment management areas.

GO 156, §9.1.9: Description of supplier diversity activities and progress in power (energy) procurement
Supplier diversity results in power (energy) procurement

Verizon will comply with the requirements specified in GO 156.

GO 156, §9.1.11: Description of supplier diversity activities and progress in fuel procurement. Supplier diversity results in fuel procurement.

This section does not apply to Verizon.

Section 10 of GO 156 requires utilities to discuss their plans for supplier diversity expenditures for the next reporting year. Verizon's plan is as follows:

GO 156, §10.1.1: Supplier diversity short, mid and long term procurement goals

Verizon has achieved an overall 17.22% in 2024, exceeding the short-term goal of 12.56% for the year.

Supplier Diversity Annual Report and Annual Plan

Verizon Communications, Inc.		Report Year: 2024												GO 156 Section 10.1.1					
		Supplier Diversity Short, Mid-, and Long-Term Procurement Goals																	
SIC	Description	Short-Term 2024						Mid-Term 2024						Long-Term 2024					
		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal
15	Construction - General Contractors & Operative Builders	0.02%	0.00%	0.00%	0.02%	0.00%	0.05%	0.02%	0.00%	0.00%	0.03%	0.00%	0.05%	0.02%	0.00%	0.00%	0.03%	0.00%	0.05%
16	Heavy Construction, Except Building Construction, Contractor	0.04%	0.11%	0.00%	0.00%	0.00%	0.15%	0.04%	0.11%	0.00%	0.00%	0.15%	0.04%	0.11%	0.00%	0.00%	0.00%	0.00%	0.15%
17	Construction - Special Trade Contractors	0.02%	0.15%	0.00%	0.00%	0.00%	0.18%	0.03%	0.15%	0.00%	0.00%	0.18%	0.03%	0.16%	0.00%	0.00%	0.00%	0.00%	0.18%
27	Printing, Publishing and Allied Industries	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
30	Rubber and Miscellaneous Plastic Products	0.00%	0.02%	0.00%	0.00%	0.00%	0.02%	0.00%	0.02%	0.00%	0.00%	0.02%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.02%
35	Industrial and Commercial Machinery and Computer Equipment	0.17%	0.00%	0.00%	0.00%	0.00%	0.17%	0.18%	0.00%	0.00%	0.00%	0.18%	0.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.18%
36	Electronic & Other Electrical Equipment & Components	2.66%	0.00%	0.00%	0.00%	0.00%	2.66%	2.72%	0.00%	0.00%	0.00%	2.72%	2.77%	0.00%	0.00%	0.00%	0.00%	0.00%	2.77%
48	Communications	0.03%	0.09%	0.00%	0.00%	0.00%	0.12%	0.03%	0.09%	0.00%	0.00%	0.12%	0.03%	0.09%	0.00%	0.00%	0.00%	0.00%	0.12%
50	Wholesale Trade - Durable Goods	0.35%	0.04%	0.00%	0.00%	0.00%	0.39%	0.35%	0.04%	0.00%	0.00%	0.40%	0.36%	0.04%	0.00%	0.00%	0.00%	0.00%	0.40%
51	Wholesale Trade - Nondurable Goods	0.04%	0.00%	0.00%	0.00%	0.01%	0.06%	0.05%	0.00%	0.00%	0.01%	0.06%	0.05%	0.00%	0.00%	0.00%	0.00%	0.01%	0.06%
65	Real Estate	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
99	Nonclassifiable Establishments	0.02%	0.00%	0.00%	0.06%	0.05%	0.14%	0.02%	0.00%	0.00%	0.06%	0.05%	0.14%	0.02%	0.00%	0.00%	0.07%	0.06%	0.15%
23	Apparel	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
32	Stone, Clay, Glass, and Concrete Products	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
37	Transportation Equipment	0.01%	0.00%	0.00%	0.00%	0.00%	0.01%	0.01%	0.00%	0.00%	0.00%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%
39	Miscellaneous Manufacturing Industries	0.01%	0.00%	0.00%	0.00%	0.00%	0.01%	0.01%	0.00%	0.00%	0.00%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%
55	Automotive Dealers and Gasoline Service Stations	0.05%	0.00%	0.00%	0.00%	0.00%	0.05%	0.05%	0.00%	0.00%	0.00%	0.05%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%
61	Nondepository Credit Institutions	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Subtotal	3.45%	0.41%	0.00%	0.09%	0.07%	4.01%	3.52%	0.42%	0.00%	0.09%	4.09%	3.59%	0.43%	0.00%	0.09%	0.07%	0.07%	4.18%
SIC	Description	Short-Term 2024						Mid-Term 2024						Long-Term 2024					
		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal
73	Business Services	11.71%	1.45%	0.11%	0.00%	0.00%	13.26%	11.84%	1.48%	0.11%	0.00%	0.00%	13.53%	12.18%	1.51%	0.11%	0.00%	0.00%	13.80%
81	Legal Services	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
87	Engineering, Accounting, Research, and Management Services	0.20%	0.03%	0.00%	0.01%	0.00%	0.24%	0.21%	0.03%	0.00%	0.01%	0.25%	0.21%	0.03%	0.00%	0.01%	0.00%	0.00%	0.25%
89	Services, Not Elsewhere Classified	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
76	Miscellaneous Repair Services	0.00%	0.03%	0.00%	0.00%	0.00%	0.03%	0.00%	0.03%	0.00%	0.00%	0.03%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.03%
78	Motion Pictures	0.00%	0.02%	0.00%	0.00%	0.00%	0.02%	0.00%	0.02%	0.00%	0.00%	0.02%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.02%
	Subtotal	11.91%	1.53%	0.11%	0.01%	0.00%	13.55%	12.15%	1.56%	0.11%	0.01%	13.82%	12.39%	1.59%	0.11%	0.01%	0.00%	0.00%	14.10%
	Total	15.35%	1.84%	0.11%	0.10%	0.07%	17.57%	15.66%	1.97%	0.11%	0.10%	17.92%	15.88%	2.01%	0.11%	0.10%	0.07%	0.07%	18.27%

NOTES:
These goals are aspirational and may shift from year to year during normal course of business
The categorization by SIC code is a best-effort estimate and subject to change

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

PLANNED SUPPLIER DIVERSITY PROGRAM ACTIVITIES FOR 2025

Internal

We will maintain our emphasis on an inclusive supply chain, fostering strong partnerships, collaboration, training and communication. We will:

- strategically partner and collaborate with strategic sourcing, business stakeholders and prime suppliers to develop and implement strategies to increase engagement with small, local and diverse suppliers,
- engage business stakeholders and strategic partners that may impact the utilization of small, local and diverse suppliers in California,
- conduct education and awareness training sessions with teams across the business,
- monitor, review, analyze data and track progress in achieving GO 156 goals,
- support and coach suppliers to build on their successes and provide constructive feedback to improve business opportunities,
- monitor results and work closely with prime suppliers on their good faith efforts to meet their tier 2 spend goals and expand areas of opportunity,
- collaborate with business teams across the enterprise to determine growth opportunities and business model changes that may impact GO 156 spend.

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

External

Verizon will continue to partner with community organizations that advocate for and are dedicated to helping small, local, and diverse suppliers accelerate business development and growth. We will engage with organizations to provide suppliers with access to capital, supplier development programs and business connections that enable a diverse range of businesses to thrive in the digital economy. We will attend local small business fairs to provide information to such businesses in California.

Verizon plans to engage in the following activities:

- participate in community partners' forums, panels and workshops to make valuable business connections with a diverse range of suppliers, to drive the importance of a diverse supply chain and to support economic parity in the communities we serve,

- continue to develop and leverage best practices within the industry for enhancing sustainable supplier diversity growth and enhance our programming,
- encourage diverse suppliers to maintain CPUC certifications and to enter and update their profiles in our supplier registration database,
- leverage active partnerships to build awareness of Verizon's procurement opportunities and business requirements,
- conduct educational webinars for small businesses on the value of certification and the procurement pathway on how to do business with large corporations,
- support Verizon's Small Business Digital Ready initiative, which is part of our Citizen Verizon commitment to helping businesses succeed in the digital economy by providing resources to help one million small businesses thrive by 2030. Small business owners can benefit from free learning modules, expert coaching and peer networking all available on this online portal. We will continuously assess content to ensure we serve the needs of small and diverse businesses,
- and help eligible businesses gain access to capital to assist in funding the growth of their businesses through our support of the Business Consortium Fund.

GO 156, §10.1.3: Plans for recruiting diverse suppliers in low utilization categories
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- engage with our community partners on initiatives dedicated to supporting business development and growth in all the communities Verizon serves,
- engage with prime suppliers in such areas as technology, legal and financial services to encourage good faith efforts to engage with small and diverse suppliers,
- develop and leverage best practices within the industry for enhancing sustainable supplier diversity growth,
- participate in CPUC's/Joint Utilities Business Expos,
- continue to assess procurement categories to include qualified small and diverse suppliers in strategic sourcing opportunities,
- engage business stakeholders and strategic partners that may impact the use of diverse suppliers in California,
- conduct education and awareness sessions on supplier diversity with teams across the business.

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

The CPUC issued Decision 05-11-024 on November 13, 2005 in which it eliminated the use of exclusions in reporting diversity procurement results. Verizon has not used exclusions in providing this report. We will:

- Engage in relevant forums and with community partners to identify diverse suppliers in currently unavailable areas,
- develop and leverage best practices within the industry for enhancing sustainable supplier diversity inclusion and growth,
- attend annual conferences and participate in match making sessions throughout the year with our community partners,
- participate in CPUC's/Joint Utilities Business Expos,
- engage with business stakeholders and strategic partners that may impact the use of diverse suppliers in California,
- drive awareness of Verizon's Small Business Digital Ready initiative to support small and diverse business growth.

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

Verizon operates a robust multi-tier diversity spend program that encourages partnership and collaboration between our prime suppliers and small and diverse suppliers. Verizon also encourages its suppliers to make good faith efforts to engage with diverse subcontractors. Sourcing, key stakeholders and the supplier diversity team work closely together to ensure prime suppliers comply with reporting tier 2 spend in accordance with their underlying contract.

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

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

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