



collaborate to innovate

AT&T Global Supplier Diversity
2013 Annual Report
2014 Annual Plan



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Introduction

AT&T California (U 1001 C), AT&T Long Distance (U 5800 C), AT&T Corp. (U 6346 C),¹ and AT&T Mobility (U 3021 C) all entities referred to herein as “AT&T” hereby submit their Annual Report and Plan of Supplier Diversity activities consistent with the requirements of California Public Utilities Commission (“CPUC”) General Order 156.

The AT&T Global Supplier Diversity team administers the Supplier Diversity initiatives on behalf of all AT&T companies, thus the reports for all of these entities are combined herein. The Annual Report describes the program activities and results that AT&T achieved for the period of January 1, 2013 through December 31, 2013. The annual plan also describes AT&T’s Global Supplier Diversity program objectives for 2014 and Supplier Diversity numerical purchasing goals.

Our Commitment to Supplier Diversity

At AT&T, our mission is to connect people with their world, everywhere they live and work, and do it better than anyone else. We're fulfilling this vision by creating new solutions for consumers and businesses and by driving innovation in the communications and entertainment industries. Understanding the importance of Supplier Diversity, AT&T has long been committed to working with minority, woman and disabled-veteran owned businesses as valued suppliers in our efforts to achieve our mission.

Diverse suppliers bring unique skills, different perspectives and innovative ideas; their efforts help us deliver world-class products and services to meet our customers’ needs and improve our position in the communications industry as an innovative leader. AT&T is proud of our achievements working with qualified diverse business enterprises and enhancing their ability to participate in the corporate supply chain through our mentoring, development and outreach activities. In 2014, AT&T will remain focused on our Chairman’s top priorities of delivering ubiquitous global connectivity while continuing to encourage the participation diverse suppliers into the AT&T supply chain.

¹ Consistent with AT&T’s previous GO 156 annual reports, the results for AT&T Corp. include the results for Teleport Communications America, LLC (“TCA”). On January 1, 2013, TCA began providing the services previously provided by TCG-San Francisco, TCG-Los Angeles, and TCG-San Diego.

Letter from Ken McNeely, President of AT&T California



California is the home of innovation and opportunity.

An emerging trend in California today is often a bellwether for the nation tomorrow.

As new technologies emerge, find their audience and gain traction, advanced communications infrastructure must not only accommodate – but facilitate – California’s technology heritage and future.

As Californians continue to innovate and evolve, so too must our business and our network platforms. The common language that unites us all is that of the Internet. The need for resiliency, speed and adaptability is paramount to our customers and the Internet Protocol networks they trust. That’s why our Supplier Diversity team is hard at work disseminating these new IP opportunities to not only diverse suppliers, but to diverse “innovators” who will create the next digital lifestyle solutions for our customers. We’re reaching out to find diverse tech startups in places like AT&T Hack-a-thons, Women 2.0 and The Consumer Electronics Show.

In close partnership with minority, women and disabled-veteran business owners, we’re driving innovation through our business – which helps us, in turn, do so with our customers. We’re focusing on growing where the growth is and so we’ve put in place tactics designed to create, educate and expand the use of diverse suppliers all while reinforcing alignment within AT&T’s three key focus areas—our Mobility, IP and Broadband operations.

We hope you agree our procurement results speak volumes for our commitment to Supplier Diversity at AT&T.

For our 2013 results, I’m especially pleased that ***more than half of AT&T’s California investment for our wire-line operations business was spent with diverse suppliers.*** We also grew our Mobility operations procurement spend and combined, ***the AT&T companies invested nearly \$2.2 billion with California’s minority, women and disabled-veteran owned businesses.***

Today more than ever, AT&T is accelerating the pace of innovation, which means working with innovative suppliers who can take AT&T – and our customers – to the next level.

Sincerely,

A handwritten signature in black ink that reads "Ken McNeely". The signature is written in a cursive, slightly stylized font.

Ken McNeely
President, AT&T California

AT&T
2013 Annual Report

9.1.1 Summary and Description of Supplier Diversity Program Activities

AT&T California 2013 Results

AT&T Supplier Diversity Corporate Goal	2013 Supplier Diversity Spend	2013 Supplier Diversity % of Total Spend
MBE: 15%	\$752 Million	31.33%
WBE: 5%	\$311 Million	12.98%
DVBE: 1.5%	\$143 Million	5.97%
Corp. Goal: 21.5%	\$1.206 Billion	50.28%

2013 – The Year in Review

In 2013, AT&T's Supplier Diversity efforts led to unprecedented results – **50%** of all purchases for AT&T California were made with diverse suppliers in the state, representing an **increase of** nearly **6%** over last year. AT&T's commitment to technology and laser-focus on our Supplier Diversity spend help facilitate AT&T California's immense achievement of more than **\$1 billion** spent with diverse firms.

Additional highlights included:

- Invested more than **\$1 million** in scholarships, outreach programs, workshops, training materials for diverse suppliers
- Spent **26.5%** more with diverse media companies
- AT&T Finance corporate diversity goal of **21.5%** was surpassed for the first time
- **\$10 million** spent with California diverse businesses in Distributed Antenna Systems (DAS)
- AT&T Prime Suppliers increased contracts awarded by **25%** to California diversity organizations

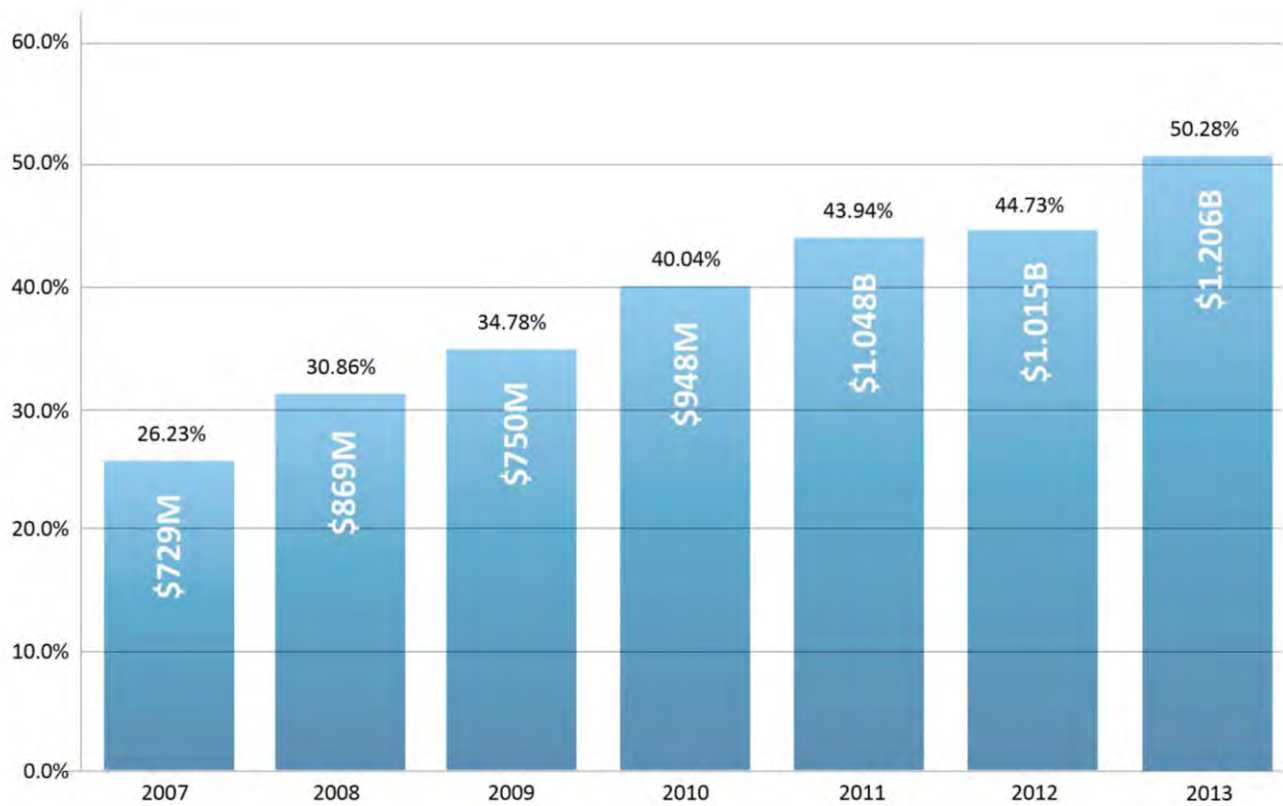
We continued to focus on increasing the use of diverse suppliers in the key growth areas of AT&T's business, including Mobility, IP, and Broadband operations. Our efforts included targeted outreach events, vetting prospective suppliers, coaching, and preparing diverse business enterprises to be ready to work with AT&T and other multi-billion dollar corporations.

Emerging technology areas have been critical to AT&T's initiatives for 2013, with areas such as Mobility products and applications, U-verse services, cloud and big data, all driving the enormous growth in contract opportunities for diverse suppliers.

As AT&T's business gets more technologically advanced, it can be challenging to identify suppliers who have the capabilities to take the on work, but the AT&T Global Supplier Diversity team is committed to identifying and pursuing opportunities with these firms.

Over the past decade, AT&T California has **spent more than \$8.5 billion** with diverse suppliers in California. In addition to supporting and sustaining these businesses, our investment generates a sizable ripple effect in the state, spurring economic activity and job growth. Small and diverse businesses have often been called the backbone of the American economy, and we're proud of our role in delivering benefits to our suppliers, customers and communities.

AT&T California Historical Results



AT&T California and the California Economic Climate

Although California's state budget is now stronger than it has been in the past decade, the state continues to experience persistently high unemployment rates compared to national averages¹. Despite the economic challenges that the state still faces, AT&T California is proud to report spending with diverse firms increased significantly, in large part from AT&T's multi-billion dollar investment into our networks over the near-term. Our Supplier Diversity spend reached **50.28%** of our total purchasing in the state, totaling over **\$1 billion** with diverse suppliers for the **third consecutive year**.

¹ <http://www.lao.ca.gov/reports/2013/bud/fiscal-outlook/fiscal-outlook-112013.aspx>

AT&T Mobility

2013 AT&T Mobility Supplier Diversity Results

AT&T Mobility Supplier Diversity results were **27.7%** of our total purchasing in California, which represent a **23%** growth from 2012 and an incremental **\$186 million** spend increase with California diverse companies. The momentum for this growth was influenced by minority business enterprise (MBE) participation, which in turn had a three percent year-over-year increase. During 2013, AT&T Mobility had the largest increases in Supplier Diversity spending in the areas of the network and wireless build-out, as well as aggressive investment in mobile devices.

AT&T Mobility 2013 Results

AT&T Supplier Diversity Corporate Goal	2013 Supplier Diversity Spend	2013 Supplier Diversity % of Total Spend
MBE: 15%	\$826.5 Million	22.93%
WBE: 5%	\$172.8 Million	4.79%
DVBE: 1.5%	\$327.1 Thousand	0.01%
Corp. Goal: 21.5%	\$999.6 Million	27.74%

Announced over a year ago, Project Velocity IP (Project VIP) is one of AT&T's top priorities for 2014 and beyond. The goal of Project VIP is to significantly expand and enhance our wireless and wire-line IP broadband networks, with the plan for AT&T to expand its 4G LTE network to cover **300** million people nationwide by the end of 2014, and enhance and expand our wire-line IP broadband network to approximately **57** million customer locations by the end of 2015. Project VIP and our wireless 4G LTE network currently are covering nearly **280** million people in the U.S.

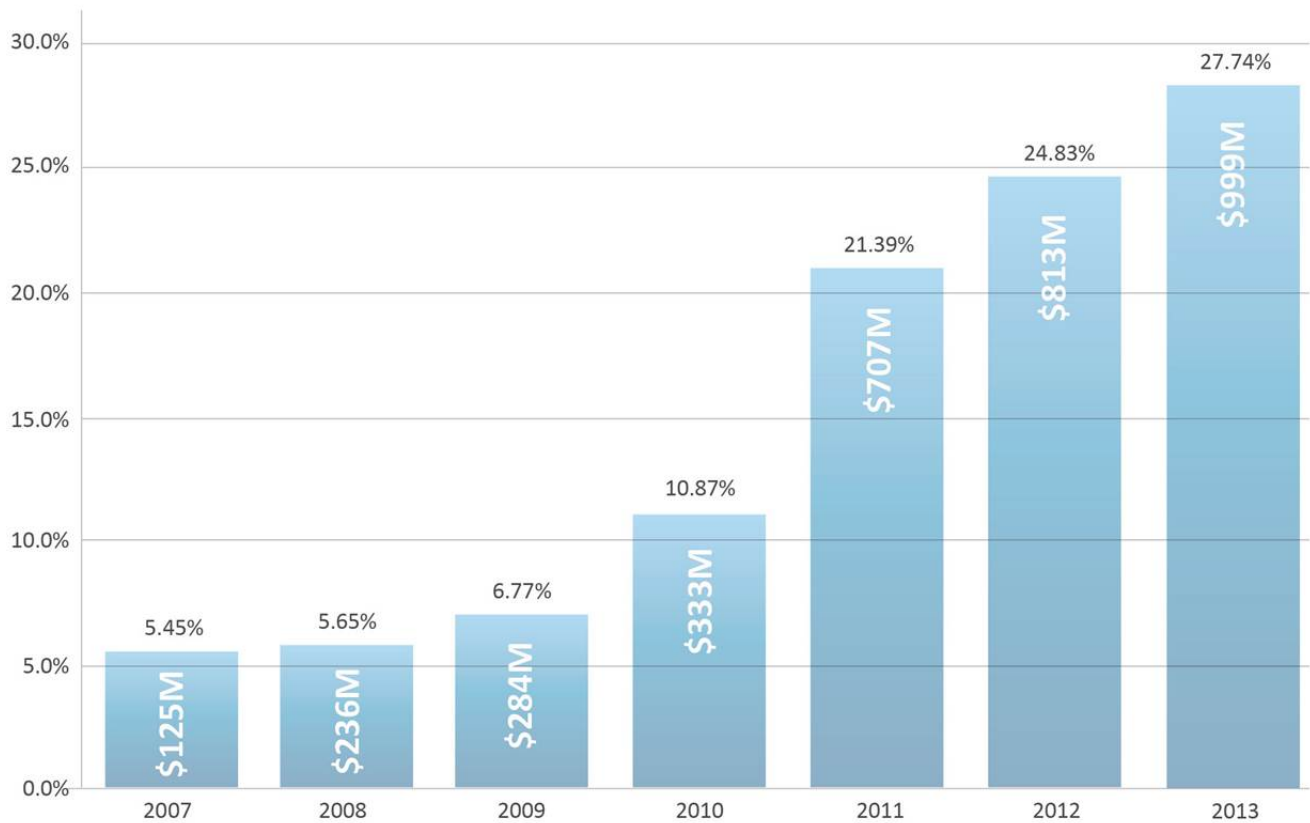
These network improvements are making a big difference for business in the state. Companies in more than **450** AT&T Fiber Ready Buildings in Northern California can more quickly and seamlessly perform such tasks as uploading and downloading large data files and images, sharing large files with employees or customers, backing up data remotely in the cloud at one or multiple locations, and videoconferencing with suppliers, business partners and customers. By offering blazing-fast upload and download speeds, generally available to only large

businesses, AT&T Fiber Ready Buildings can take small and medium businesses to the next level, by providing:

- Reliable and highly secure access to leading business technology solutions, including cloud, virtual private network (VPN), and voice over IP (VoIP) services
- Options for adding equipment to enhance in-building wireless coverage and speeds
- High-speed Internet access over Ethernet with upload and download speeds of up to 1 GBPS
- Improved efficiency by converging voice and data over the same network

The development of an aggressive technological plan facilitated the network build-out and the expansion of our mobility business in California; these efforts have opened many doors for diverse businesses in 2013, and will likely continue in the coming years.

AT&T Mobility Historical Results



AT&T Global Supplier Diversity



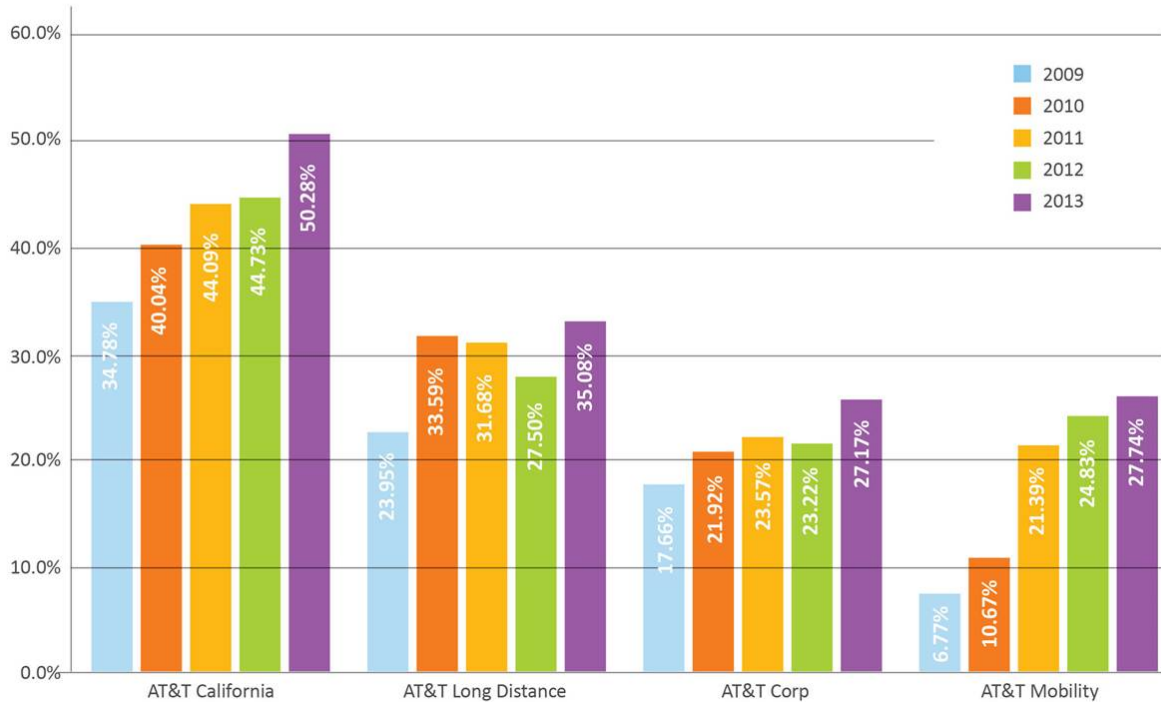
In 2013, we continued to enhance our Supplier Diversity Program by diligently identifying innovative diverse suppliers with the ability to meet AT&T's contracting needs.

Our efforts in California included:

- Increasing engagement with Supply Chain managers identify new contract opportunities
- Focusing team efforts on targeted growth areas within the business
- Intensifying engagement with AT&T Prime Suppliers
- Using advanced technology for stronger engagement during AT&T matchmaking events
- Streamlining the registration and vetting of prospective suppliers
- Enriching educational opportunities to diverse suppliers

As a result of these efforts and others, spending with diverse firms increased in several categories across our supply chain, including Real Estate, Outside Plant and Mobility.

2013 AT&T Global Supplier Diversity Affiliate Results



AT&T Diverse Supplier Quote



“AT&T has been an integral part of Link America’s growth and strategic success through mentoring, coaching, and partnering. Our focus on the company’s mission and with AT&T’s guidance and support, we have been able to increase value for both stakeholders and clients. Innovation, collaboration and value co-creation continue to be key drivers of this relationship.

Link America has experienced a tremendous overall 7% sales growth from July 2012 to July 2013. Specifically in California, Link America’s growth increase was 147%. This exponential growth is attributed to the Management Services, Logistics and Kitting Solutions provided to many clients, including AT&T.

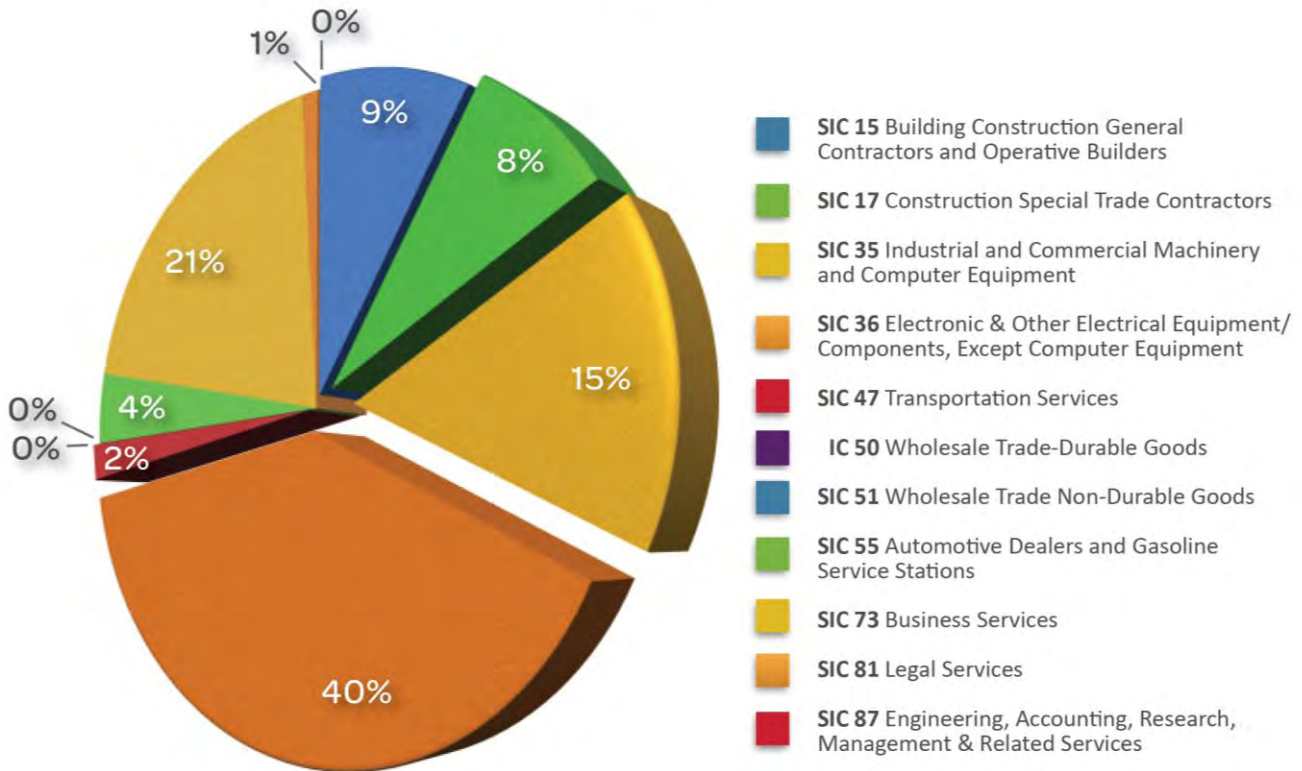
Andres Ruzo, CEO – Link America
Minority Business Enterprise



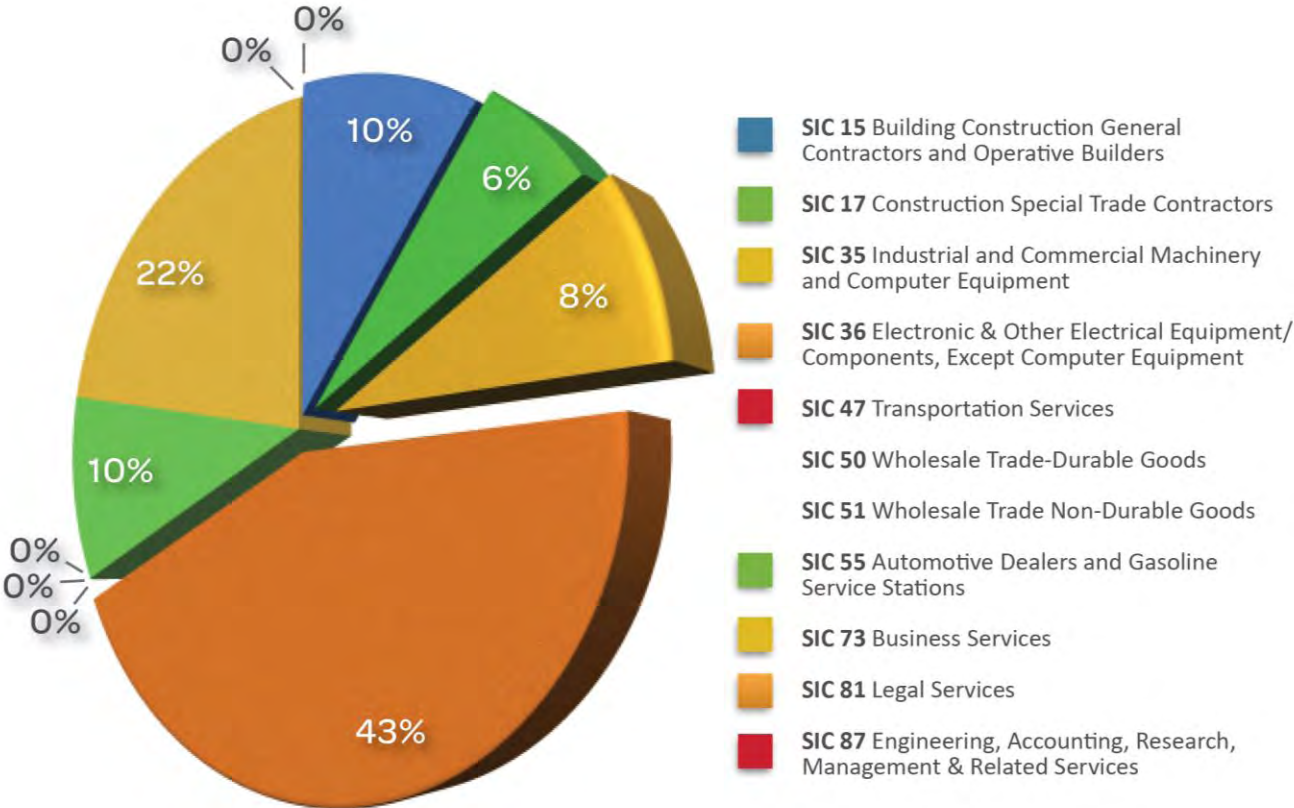
2013 AT&T California Total Supply Chain Spend by Standard Industrial Code (SIC)

The charts below depict how AT&T California’s 2013 diversity spending mirrored AT&T’s strategic focus areas. The first pie chart represents AT&T California’s Total Supply Chain Spend and the second represents AT&T California’s Diversity Spend.

2013 AT&T California Total Supply Chain Spend
Shown By SIC Code



2013 AT&T California Total Diversity Spend by SIC Code



SIC Code Descriptions as Used by AT&T

<i>SIC 15:</i>	Building Construction General Contractors and Operative Builders; represents the construction workforce and the materials used to build and maintain the AT&T infrastructure, network, U-Verse platform, and buildings
<i>SIC 17:</i>	Construction Special Trade Contractors
<i>SIC 35:</i>	Industrial and Commercial Machinery and Computer Equipment; represents the software and hardware used within AT&T
<i>SIC 36:</i>	Electronic & Other Electrical Equipment/Components, Except Computer Equipment; represents network equipment used to enhance and expand the AT&T infrastructure and network
<i>SIC 47:</i>	Transportation Services
<i>SIC 50:</i>	Wholesale Trade-Durable Goods
<i>SIC 51:</i>	Wholesale Trade Non-Durable Goods
<i>SIC 55:</i>	Automotive Dealers and Gasoline Service Stations; represents purchase of vehicles for AT&T fleet and services and products used to support and maintain it
<i>SIC 73:</i>	Business Services; represents services used for advertising, billing, consumer and business marketing programs, and training
<i>SIC 81:</i>	Legal Services
<i>SIC 87:</i>	Engineering, Accounting, Research, Management & Related Services

2013 Strategic Programs

The Global Supplier Diversity team continued to focus its efforts on increasing opportunities for diverse suppliers so they can be a part of our global supply chain. The team deployed a number of programs specifically designed to enable these businesses to develop the knowledge and strengths required to grow and add value to AT&T and others.

Distributed Antenna Systems (DAS)

A key component of AT&T's network expansion has been the deployment of DAS. In three years, AT&T's overall supplier expenditures in DAS construction have grown by nearly **600%**. Recognizing the growth potential of DAS, the AT&T Global Supplier Diversity team quickly began paving the road to introduce diverse suppliers to this emerging technology.

In 2010, to further advance the utilization of diverse businesses Supplier Diversity leadership designed a plan called the DAS Performance Opportunity Development (POD) incubator program. The purpose of the POD was to promote a select group of minority/women/disabled veteran candidates to AT&T's network operations. This strategy has been tremendously successful providing a group of diverse suppliers' access, technical training and coaching, which enabled them to win contracts with AT&T.

In 2013, DAS diversity spend experienced a **21% increase** over 2012. This year-over-year improvement resulted in **\$74.5 million** of business awarded to diverse suppliers compared to **\$44.2 million** in 2012; with **eight California diverse businesses receiving \$8.1 million in contracts.**

Other 2013 key accomplishments included:

- DAS POD **grew by 22%**, for a total of twenty-two total participants – with 32% of these suppliers based in California
- **\$27.6 million** in spend to DAS POD participants
- Continued effort to develop technical skills and increase networking opportunities for the incubator attendees
- AT&T Global Supplier Diversity funded training for DAS POD participants and other prospective suppliers to obtain a specialized certification--Certified in Building Engineering Technologist (CIBET)
- Added **seventeen** overall **new diverse suppliers** in 2013 to DAS space

Prime Supplier Program

Since 1989, the AT&T Prime Supplier Program has been instrumental in helping our Prime Suppliers increase the utilization of minority, women and disabled-veteran owned businesses in their supply chains through subcontracting and value-added reseller arrangements.

The Prime Supplier Program has dedicated Supplier Diversity managers who collaborate with our Prime Suppliers to set Supplier Diversity goals, create plans, develop solutions for improvement, and track and review results while managing process improvements for monthly reporting, as well as tracking annual compliance results for the program. As a result of these efforts, the annual Prime Supplier Diversity Plans reflect an increased understanding of attainable goal setting, and portray innovative solutions designed to strengthen diversity results.

In 2013, the AT&T Prime Supplier Program directed its focus on increasing both overall results and the number of contracts awarded to diverse subcontractors. The AT&T President of Supply Chain and Fleet Operations (SCFO) was involved in this effort and conducted a conference call with Prime Suppliers and prime-supplier program managers. In addition, a new position was created on the to the Prime Supplier Program team, providing a dedicated resource focused on enhancing the interaction with Prime Suppliers in order to better identify additional subcontracting opportunities with diverse suppliers.

As a result of these efforts, Prime Suppliers clearly understood AT&T's program expectations for 2013. Included in the Prime Supplier Program highlights for **California** are a **25% year-over-year** subcontracting spend **increase** from \$402 million in 2012 to **\$502 million in 2013**, and a **6% increase** in the number of Prime Suppliers reporting subcontracting results using an online reporting tool.

Additional Prime Supplier Program highlights for 2013 included:

- National subcontracting spend increased from \$2.1 billion in 2012 to **\$2.7 billion in 2013** - a **32%** increase
- National disabled-veteran business enterprise subcontracting spend increased from \$30 million in 2012 to **\$56 million in 2013** - an **85% increase**

In addition, the Prime Supplier Program added a series of enhancements designed to make the administration and operation of the program more efficient. The upgrades included:

- Automation of supplier notifications
- Processes for tracking Prime Supplier results from AT&T Meet the Primes Matchmaker events

- Establishment of an escalation contact tree for Prime Suppliers deficient in reporting results

In 2013, the Prime Supplier Program accomplishments included:

- Prime Supplier training
- One-on-one planning sessions
- **67** Prime Suppliers received The AT&T Supplier Diversity “Crystal Award” for **exceeding 21.5% diversity inclusion**

Meet the Primes Matchmaker Events

In 2013, AT&T hosted one large matchmaking event in Dallas, followed by two regionally focused events in Atlanta and Chicago. These events were very successful, attracting **144** diverse suppliers and **90** AT&T Prime Suppliers resulting in **722** one-on-one meetings which led to **\$7 million** in contracts and several projected 2013-2014 contracts.



The Dallas AT&T Meet the Primes Matchmaker Event was designed to bring diverse suppliers together with AT&T Prime Suppliers for 15-minute face-to-face meetings. In each meeting, primes and diverse suppliers discussed current and future contract opportunities. In total, there were **427** meetings with 50 primes and 136 diverse suppliers. The Dallas event drew the most potential diverse suppliers from California with **26%** attending (of the 85 invited) from **California**.

Additionally, AT&T held its first **virtual matchmaking event**, which was focused on matching qualified diverse suppliers with subcontracting opportunities. For the first time, through a Hispanic and service-disabled veteran owned business, AT&T offered a virtual station where primes on-site were able to meet with diverse suppliers off-site. There were **205 future opportunities** identified for suppliers the primes met with and **241** future meetings planned.

The events continued to target key Prime Suppliers in less utilized and emerging markets, encouraging them to engage in one-on-one interviews with qualified diverse suppliers that were available for subcontracting relationships. Prospective subcontracting suppliers were identified in advance, to ensure quality meetings with Prime Suppliers. Diverse suppliers met with AT&T Prime Suppliers and internal buyers to discuss contract

opportunities in advertising, wireless construction, finance, legal services, managed/cloud services and marketing and communications.

CEO Conference Calls

AT&T Global Supplier Diversity LEADER TO LEADER CONFERENCE



Based on the positive results from 2012's CEO Conference

Call, which was focused on discussing trends within the industry, the Global Supplier Diversity team continued these calls in 2013, with participation by AT&T's President of Supply Chain and Fleet Operations (SCFO). AT&T's SCFO President presided over two CEO conference calls, one in February and the other one in October, discussing AT&T's current capital expense strategies, area of potential opportunity, the future of supply chain, supplier expectations, and performance deliverables.

The attendees were provided with a description of the future of AT&T, and insights into the best ways to prepare their businesses to support AT&T's growth and needs. The AT&T SCFO President also introduced a panel of successful diverse businesses to discuss today's industry trends, impacts on business, and how they transformed their business despite economic and industry challenges. A total of nearly **450 diverse suppliers** participated in both calls. In addition, AT&T supply chain executives met with over **108** diverse suppliers, and **33** of these suppliers were **from California**.

Technology Outreach

Keeping AT&T at the forefront of technology is a top priority and many cutting-edge ideas come to life and are driven to fruition through AT&T's use of diverse suppliers. In 2013, the Global Supplier Diversity team reached out to diverse suppliers in the technology area by:

- Promoting and attending AT&T Hack-a-thons
- Referring diverse businesses to the AT&T Foundry ¹
- Sponsoring various technology industry groups

¹The AT&T Foundry innovation centers are home to our collaboration with tech leaders and start-ups to fast-track new apps, platforms and more.

Disabled-Veteran Business Enterprise Sourcing and Outreach

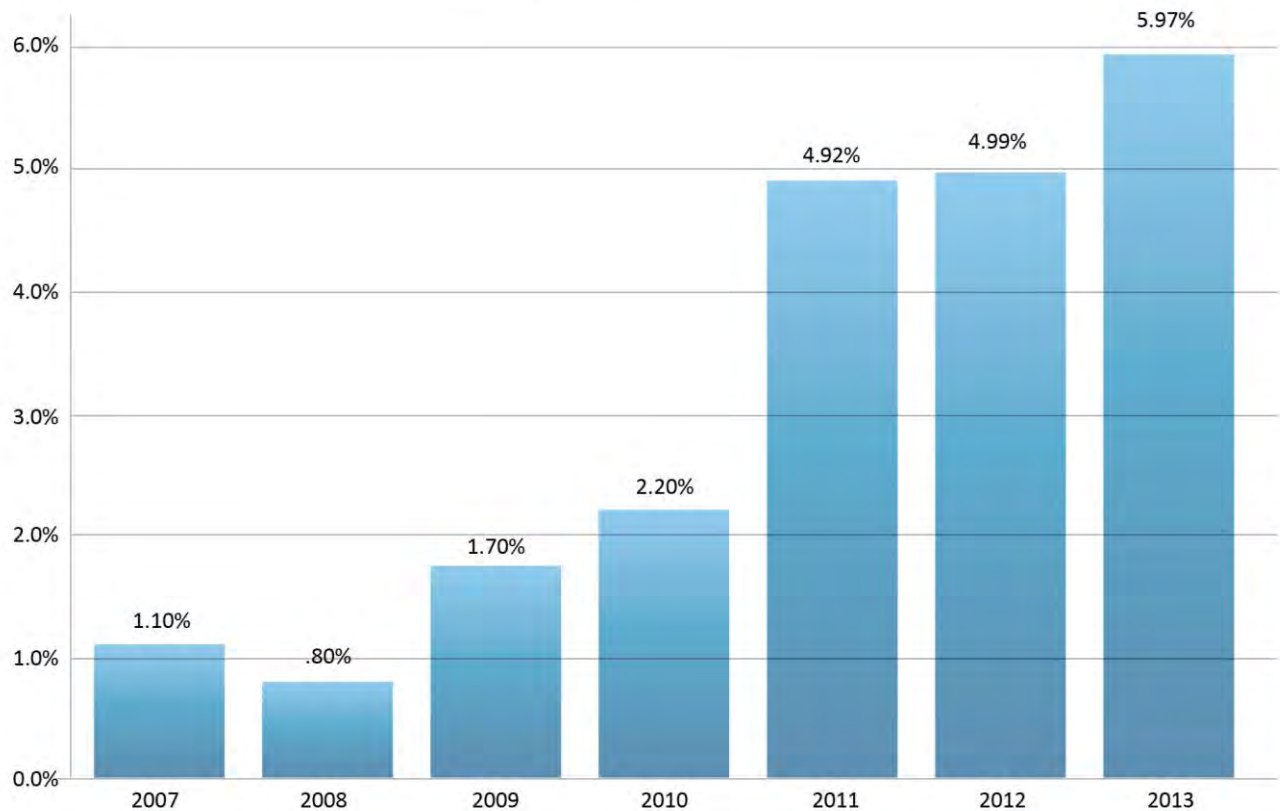
Inclusion of disabled veteran business enterprises (DVBES) continues to be a corporate priority. AT&T recognizes that disabled-veteran suppliers often bring unique perspectives, skills and expertise from their military training that is tremendously valuable to both AT&T and its customers. AT&T's commitment to provide opportunities to disabled-veteran business enterprises goes back many years, and in 2013, the Global Supplier Diversity team rolled out new sourcing strategies to augment existing outreach programs in an effort to grow the pool of qualified disabled-veteran business organizations as suppliers of materials and services to AT&T.



This included researching and connecting with previously undiscovered disabled-veteran suppliers in order to increase this group's participation. Since up to 95% of DVBES have annual sales of under \$1 million per year, it can be challenging for them to do business with a large corporation like AT&T.

To address these capacity challenges, AT&T continued its focus on Operation Hand Salute in 2013, including a five-month John F. Kennedy University mentoring program for disabled-veteran businesses designed to help the service-disabled veteran entrepreneurs improve their operations and be better positioned for business growth. In 2013, **14** suppliers graduated from the Operation Hand Salute program, including three DVBE companies from California that are gaining positive momentum in their businesses as a result of their participation.

AT&T California Historical Spend with DVBE Suppliers



Technical Assistance and Capacity Building

The AT&T Global Supplier Diversity team continued to offer technical and capacity-building assistance to micro, small, and medium-sized certified diverse businesses in California. These efforts included a mix of classes and coaching, exposure to internal AT&T experts, community leaders, and prime-supplier relationships, university programs and initiatives, in order to position these certified businesses for success. Some of the specific activities included working with diverse firms to refine their business plans, internal strategies and targets, as well as providing assistance to help the firms compete more successfully for contracts.

Given the importance of this initiative for the AT&T Global Diversity team in 2013, a great deal of attention was focused on seeking out minority, women, and disabled-veteran suppliers that qualified for potential opportunities. As a result, over **700 coaching sessions** were conducted by the Global Supplier Diversity management team, in order to help these potential diverse suppliers position themselves to better market to

multi-billion dollar entities such as AT&T. A key component of the coaching was addressing a common mistake seen in diverse suppliers' business development approach; rather than a focused and customized strategy for each corporation, they often try to sell a broad spectrum of products and services, regardless of their true expertise in all the areas. Through training, identifying, and bolstering their core strengths with a more concentrated focus, the goal was to make the diverse suppliers better qualified to win contracts. The Global Supplier Diversity team reviewed a large number of diverse suppliers to identify those that have the technical expertise and capacity to compete for contracts within AT&T by:

- Targeting new industry groups and working with traditional councils and community-based organizations, resulting in an increase of approximately **450% new prospective** diverse business leads
- Sharing qualified diverse suppliers with AT&T's Joint Utilities Commission peers to increase the pool of diverse entities that are ready to take on new contracts
- Increasing internal efforts to achieve greater cooperation and collaboration among internal business units to find new opportunities for diverse suppliers
- Increasing external communications from the AT&T SCFO President, including holding executive meetings and connecting with diverse suppliers in-person or through CEO level conferences

AT&T Global Supplier Diversity sustained a multi-tiered plan of technical assistance and capacity building for California micro, small, and medium-sized certified diverse businesses. Below is a detailed description toward their 2013 activities.

Tier-One: Technical Assistance and Capacity Building Initiatives

Providing technical assistance to diverse suppliers and helping them build capacity also continued to be a priority. In total, AT&T invested more than **\$1 million** towards California diverse business programs in the form of scholarships, outreach programs, workshops, training materials and access to the AT&T Global Supplier Diversity staff. Through the use of technology, such as webinars and videoconferencing, costs were streamlined and an improvement was realized in the return on investment with diverse supplier development.

2013 Social Media Series

In 2013, the AT&T Global Supplier Diversity team again offered free educational seminars focused on social media to help diverse suppliers take their business to the next level. Three webinar seminars were held offering key insights into using technology and current social web platforms to position the diverse suppliers for growth.

Seminar topics included:

- Establishing Your Business Culture for Ensuring Future Success
- Using Social Media to Rank #1 on Google and Grow Your Online Presence
- Using YouTube and Video to Rank on Google and Grow Your Business

At the seminars, online marketer and speaker, Oscar Garcia CEO, Web90X Social Media Coach and Devin Oten, motivational speaker and industry expert of diversity and inclusion, shared topics ranging from how social media can be used to create sustainable growth to how today's technology can propel diverse suppliers' businesses forward.

To promote the seminars, the Global Supplier Diversity team contracted with a woman business enterprise to outreach to nearly **60** community-based leaders in California, who shared the invitation with their members. The feedback from seminars was overwhelmingly positive:

- **88%** of participants said the information was "very helpful"
- **75%** felt the information would help them "position their business more strategically in the future"
- **100%** said it was "a valuable use of their time and would encourage others to attend in the future if AT&T were to offer the webinar again."

AT&T Sponsored Women's Business Enterprise Council-WBEC – West Workshop

Because of high demand, the AT&T Global Supplier Diversity once again sponsored a well-attended workshop which was held during the September WBEC-West's 10th Annual Strategic Procurement Opportunity Conference and Awards Gala in Pasadena, California.



During the workshop, titled “Social Media Marketing – Secrets Revealed,” veteran social marketer Oscar Garcia shared information on defining business-marketing strategies through the use of technology, specifically search engine optimization tools and social marketing platforms.

Approximately **120** newly certified women business enterprises attended the 90-minute course and **73% of the participants rating the workshop as “excellent”**.

This event was marketed to over 3,000 corporations and women business enterprises and also was included on the conference website, online promotions and program flyers.

Best Practices Leadership Forum

The AT&T Global Supplier Diversity team had an opportunity to share its best practices at the Best Practices Leadership Forum held in July as part of the Joint Utilities meeting. The goal of the forum was to help other California utilities build strong, scalable and sustainable Supplier Diversity programs. The AT&T Stakeholder Manager Director shared elements of AT&T’s programs and successes with the group, primarily comprised of water districts since many of them are in the process of building Supplier Diversity programs.

Tier-Two: AT&T Executive Scholarship Program

AT&T funds executive entrepreneur training with scholarships to many major universities across the nation. These scholarships are targeted at small and medium business enterprises. In 2013, AT&T awarded **16** scholarships, **20%** of which were awarded to California diverse suppliers. These executive management-training programs offered techniques on how to achieve operational excellence through lectures and expert coaching on the following:

- Identifying profitable new business opportunities
- Understanding the links between business strategy and successful marketing
- Techniques for analyzing and appraising marketing strategies

- Leadership and management skills to implement both a company and a self-assessment process
- Developing an organizational structure to create a plan for future growth objectives
- Socio-economic, corporate and public policy trends and their impact on diverse prospects and strategies

AT&T's 2013 Executive scholarships included:

- UCLA - *Management Development for Entrepreneurs Program*
- US Pan Asian American Chamber of Commerce Education Foundation - *Business Express: Ready Set Grow*
- Northwestern University – *Advanced Management Education Program*
- Dartmouth College - *Building a High Performing Minority Business and Growing a Minority Business to Scale*
- Dartmouth College/WBENC - *Tuck – Women's Business Enterprise National Council Executive Program*
- Texas A&M - *The Entrepreneurship Boot-camp for Veterans with Disabilities*

Tier-Three: Business Development—Moving to the Next Spend Level

Tier-Three suppliers, while already established within the AT&T supply chain, can still benefit immensely from the mentoring and nurturing offered to diverse business enterprises by the Global Supplier Diversity team. The team fully recognizes that by bolstering these established suppliers, they are in turn bolstering the strength of the pool of diverse suppliers and the supply chain as a whole. As a result, strategic sourcing leaders helped identify key areas of the business to target for opportunities and senior AT&T supply chain managers mentored and coached these established diverse suppliers with programs including the Business Reshaping program in order to prepare them for identified opportunities. Through this program these suppliers gained insight and strategic direction to better position them for growth and scalability.

AT&T Business Reshaping Program




“Our company earned a large Transport RFP with AT&T that resulted in a 40% increase in geographic footprint. An ISO/TL9000 certified, WBENC company, we compete successfully on price and quality in the commercial and government space. Our refined strategic plan, discipline to execute and professionals on staff, helps us to continue to evolve and meet the emerging technology needs of our customers. In 2014 we anticipate a 20% increase in revenue from our core business and strategic initiatives and will continue to create job creation in California.”

Cecilia Sullivan, CEO – Pinnacle Telecommunications
Women’s Business Enterprise



In 2013, the Global Supplier Diversity team created a new program with John F. Kennedy University to support and grow existing diverse businesses within the AT&T’s supply chain. AT&T sponsored 14 diverse CEOs, with nearly a third from California, to attend a 12-week program for both new businesses and companies that have been in existence for years, focused on transforming their businesses into more successful ventures.

Participants in the first phase of the program learned how to redesign the anatomy of their business plan; develop, grow and restructure their organization; write a financial plan; and understand why a strategy of that delves into unexplored market space is key. During the second phase, participants gathered in Northern California to attend a four-day session, where they received coaching with executive mentors and polished their business plans. CEOs were able to truly evaluate their current business strategy and learn new ideas to help make their businesses more relevant in today’s changing business environment.



“AT&T’s partnership with John F. Kennedy University Institute of Entrepreneurial Leadership and Dr. Raul Deju has allowed Bay Area Construction, Inc dba TelecomPlus, to completely reinvent and itself and modernize our offerings. The AT&T Supplier Diversity Team’s efforts to support and mentor small Disabled Veteran Business Enterprise businesses is exemplary! Our Company is now on track to grow at a rate of 20 percent per year in our core IT infrastructure business and 47% annually in our new Cloud computing IaaS software division, adding over 10 jobs in the next 3 years. AT&T has provided us the methods, tools, organizational, marketing, and banking contacts to insure the success of our business reshaping plan.”

Jeff Pinkston, CEO – Bay Area Construction
Disabled Veteran Business Enterprise

In addition all CEOs had an opportunity to receive one-on-one mentoring from the Institute of Entrepreneurial Leadership team at John F. Kennedy University. The JFK University team worked with the CEOs to help strengthen their position in the marketplace better defines their business goals and help position their business for any equity or debt raising. At the end of the program, all graduating CEOs presented their new business plans to the AT&T SCFO President.

Operation Hand Salute—National Entrepreneur Business Development Program

In 2013, AT&T continued its successful association with John F. Kennedy University and sponsored 16 service-disabled-veteran CEOs from eight states, including **three CEOs from California**. Since 2011, AT&T has sponsored 33 veteran business owners and has awarded **\$22 million** in contracts to Operation Hand Salute (OHS) participants. Graduating participants were, and continue to be, positioned for contract opportunities for both Tier-One and Tier-Two initiatives.

Operation Hand Salute is a multi-platform program designed to enhance business success using three pillars for success—education, mentoring, and opportunity.

Education: This included a 15-week scholarship for a mentoring and education program to the Institute of Entrepreneurial Leadership Program at John F. Kennedy University. The purpose of the class was to analyze strategies to improve diverse businesses and enhance their ability to win valuable corporate contracts.



Each week, candidates participated in a two-hour JFK leader-led class delivered via “AT&T Telepresence Solutions®” and a one-hour AT&T Connect audio conference. Topics included developing a competitive assessment, preparing a business plan, and forming a sales and finance strategy.

Mentoring: Executives, professors and leaders from various industry backgrounds met with diverse CEOs for one-on-one coaching sessions to enhance their skills to win large corporate contracts.

Opportunity: CEOs participated in matchmaker events, a “Fast Pitch” session with a panel of experienced executives, and individual meetings to present business capabilities to executive professionals and AT&T SCFO President. Efforts will continue throughout 2014 to position participants for internal AT&T and external opportunities.

In 2013, AT&T’s Operation Hand Salute program:

- Sponsored 16 service-disabled veteran business owners, **19% from California**
- Awarded a total of **\$22 million** in contracts to OHS participants (there are 33 total graduates)
- Engaged in **ongoing efforts** to promote OHS attendees for contract opportunities
- Extended **special invitations** to all OHS members for **AT&T Matchmaking events**

John F. Kennedy University Student Feedback

“ Excellent class.
The quality of the content,
teachers and mentors
was outstanding. I
really appreciate the
opportunity. ”

“ I loved it I felt
it was an incredible
experience and still in
awe of the access
to talent. ”

“ Exceptional strategic
direction and guidance
especially as it relates to
business planning and
positioning of an enterprise.
Dr. Deju and Dina are fantastic
mentors. It was an honor
to work with them. ”

“ I found the class to be an
outstanding experience. The
information that was imparted
by the JFK team and mentors, the
exposure to the AT&T team and the
networking with my classmates.....it
was a blessing to have been selected
to be a part of the program. ”

“ The class was
fantastic! It gave me new
vision for my company
and has greatly impacted
my goals for the next
5 - 10 years. ”

“ OUTSTANDING course
over all. Great source of
practical advice that helped
us to look at our business in a
new way, and to implement
meaningful changes in the
way we operate
our business. ”

Recognition Programs

In 2013, AT&T Global Supplier Diversity team continued to recognize employees and suppliers who were instrumental in helping us reach our Supplier Diversity goals.

The Crystal Award

On July 31, 2013 the AT&T SCFO President, presented The AT&T Supplier Diversity Crystal Award to **67 Prime Suppliers** who attained and/or **exceeded 21.5% diversity spend** for the prior year. The award recipients were

30 primes awarded the Crystal Award for meeting or exceeding diverse subcontracting goals.



recognized during the Supplier Diversity Prime Supplier bi-yearly meeting where the value of diverse subcontracting was emphasized and a call to action was issued to increase spend with disabled-veteran owned businesses.

It was the first time AT&T recognized **Prime Suppliers that met or exceeded 21.5% diverse spending** in their supply chain. Over the past five years, Prime Suppliers have spent over **\$8.2 billion** nationally in subcontracting with diverse companies.

The Spark Award

The company recognized **59** supply chain employees with the *Spark Award* for their role in increasing corporate contracts with diverse suppliers. Award winners received a certificate of excellence from the Executive Director of Supplier Diversity for:

- Developing innovative ways to acquire new diverse suppliers
- Volunteering for outreach events
- Improving diversity spend results

The Harden Award

Twenty-six AT&T officers who drove significant

progress in their organizations' Supplier Diversity results were given the Harden Award. The purpose of this award is to highlight executive-level involvement with diverse suppliers within their business units.

26 AT&T Executives Received the Harden Award for dedication to Supplier Diversity



Supplier Diversity Awards

In 2013, AT&T was recognized throughout the nation by a variety of organizations for the company's Supplier Diversity initiatives. Of particular note, in 2013, AT&T was named Corporation of the Year for 2012 by the Northern California Minority Supplier Development Council. Additional California and national awards for which AT&T was recognized include:

Organization	Local or National	Award
Diversity Business.com	National	Top 50 Corporations for Supplier Diversity, #2
Northern California Minority Supplier Development Council	Local	2012 Corporation of the Year
Diversity Inc.	National	2013 Diversity Inc. Top 10 Companies for Supplier Diversity, #1
Women's Business Enterprise Council	National	Top Corporations for Women Businesses
DiversityBusiness.com	National	Top 50 Corporations for Multicultural Businesses "Div 50", #2
Black EOE Journal	National	"Best of the Best" - July 15, 2013 Summer Issue
Hispanic Network Magazine	National	"Best of the Best" Summer 2013 Issue
Professional Woman's Magazine	National	"Best of the Best" Fall 2013 Issue
U.S. Veterans Magazine	National	Best of the Best" 2012 - Summer 2012 Issue
US Hispanic Chamber of Commerce	National	2013 Million Dollar Club
Hispanic Business Inc.	National	Best Company for Diversity
Astra (WBE Org)	Local	2013 Astra Done Deals
Bar Association of San Francisco	Local	2013 In-House Counsel Award

Legal Awards

The company received the 2013 In-House Counsel Award from the Bar Association of San Francisco in recognition of AT&T's support of the San Francisco Bar Association's diversity, mentoring, pipeline and scholarship programs. In addition, the Legal Department Diversity and Inclusion Committee presented its annual diversity awards to a small, medium, and large law firms based on their efforts and commitment to promote diversity and inclusion in the legal profession.

Supplier Diversity Employee Programs

AT&T provides diversity and inclusion training for employees to educate them about AT&T's overall commitment to diversity in its supply chain, philanthropy, and marketing. The course, "Diversity – Many Backgrounds, One Focus," has been completed by numerous AT&T employees over the last 24 months.

In this course and other courses offered on the subject of Supplier Diversity, employees studied topics such as business cases, corporate goals, AT&T leadership support, and regulatory compliance. Podcasts and training programs were made available and town hall events were held throughout the company to educate employees and promote the efforts of the Global Supplier Diversity team. The courses also covered were AT&T's history of supporting Supplier Diversity and current leadership's continued commitment to support diversity initiatives.

9.1.2 Summary of Purchases

AT&T California:

2013 MBE, WBE, DVBE Direct and Sub Spend

AT&T California					
AT&T Global Supplier Diversity M/W/DVBE 2011 Results by Ethnicity & Gender					
2013 GO 156					
		Direct	Sub	Total \$	Total %
Minority Men	Asian Pacific American	\$63,608,676	\$48,784,336	\$112,393,012	4.68%
	African American	\$25,307,507	\$77,565,614	\$102,873,121	4.29%
	Hispanic American	\$190,877,050	\$152,253,936	\$343,130,986	14.30%
	Native American	\$274,905	\$22,459,618	\$22,734,523	0.95%
	Multi-Ethnic American	\$120,806	\$32,544,441	\$32,665,247	1.36%
	Total Minority Men	\$280,188,944	\$333,607,944	\$613,796,888	25.58%
Minority Women	Asian Pacific American	\$12,470,111	\$14,116,953	\$26,587,064	1.11%
	African American	\$1,833,074	\$2,526,549	\$4,359,623	0.18%
	Hispanic American	\$90,184,896	\$12,602,063	\$102,786,959	4.28%
	Native American	\$249,258	\$3,275,809	\$3,525,067	0.15%
	Multi-Ethnic American	\$0	\$769,527	\$769,527	0.03%
	Total Minority Women	\$104,737,339	\$33,290,900	\$138,028,239	5.75%
Total Minority Business Enterprise--MBE		\$384,926,283	\$366,898,845	\$751,825,128	31.33%
Women Business Enterprise--WBE		\$184,551,692	\$126,804,707	\$311,356,399	12.98%
Subtotal MBE & WBE		\$569,477,975	\$493,703,552	\$1,063,181,527	44.31%
Disabled Veteran Business Enterprise-DVBE		\$133,058,080	\$10,235,430	\$143,293,510	5.97%
Total MBE, WBE, DVBE		\$702,536,055	\$503,938,982	\$1,206,475,037	50.28%
Gross Procurement				\$2,399,476,119	
Exclusions				\$0	
Net Procurement				\$2,399,476,119	
Total Product/Service Procurement				\$2,399,476,119	

2013	Number of Direct Spend Diverse Suppliers for AT&T California			
	DVBE	MBE	WBE	Grand Total
# of M/W/DVBEs				
Grand Total	8	136	122	266
2013	Payment (\$M) to Direct Suppliers for AT&T California			
	DVBE	MBE	WBE	Grand Total
M/W/DVBEs \$M				
Grand Total	\$143.29	\$751.83	\$311.36	\$1,206.48
Information regarding the number of M/W/DVBE suppliers who have the majority of their workforce working in California is not readily available to AT&T. The Joint Utilities will work with the California Clearinghouse to determine the path forward on how to capture this data				

AT&T California – Product/Service Detail by SIC code:

2013 AT&T California Product/Service Descriptions (See Product Detail by SIC Category)	ASIAN-PACIFIC		BLACK		HISPANIC		NATIVE AMERICAN		MULTI-ETHNIC		TOTAL MEN	TOTAL WOMEN	TOTAL MBE	TOTAL WBE	SUBTOTAL M/WBE	TOTAL DVBE	TOTAL MW/DVBE	TOTAL COMPANY
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	Minority Business Enterprises	Minority Business Enterprises	Minority Business Enterprises	Women Business Enterprises	Minority/Women Business Enterprises	Disabled Veteran Business Enterprises	Minority/Women/Disabled Veteran Business Enterprises	PURCHASES
SIC 15: Building Construction General Contractors And Operative Builders	\$4,641,852	\$2,008,479	\$7,229,486	\$195,358	\$14,577,824	\$32,687,986	\$199,880	\$32,213	\$4,371,410	\$96,634	\$31,020,452	\$35,020,670	\$66,041,122	\$22,420,208	\$88,461,330	\$28,209,007	\$116,670,337	\$221,102,153
	2.10%	0.91%	3.27%	0.09%	6.59%	14.78%	0.09%	0.01%	1.98%	0.04%	14.03%	15.84%	29.87%	10.14%	40.01%	12.76%	52.77%	100.00%
SIC 17: Construction Special Trade Contractors	\$6,199,456	\$228,752	\$2,490,096	\$160,163	\$21,330,857	\$887,816	\$695,925	\$598,771	\$1,695,111	\$100,808	\$32,411,445	\$1,976,310	\$34,387,755	\$37,171,325	\$71,559,079	\$1,022,186	\$72,581,265	\$190,971,759
	3.25%	0.12%	1.30%	0.08%	11.17%	0.46%	0.36%	0.31%	0.89%	0.05%	16.97%	1.03%	18.01%	19.46%	37.47%	0.54%	38.01%	100.00%
SIC 35: Industrial And Commercial Machinery And Computer Equipment	\$19,055,053	\$4,332,195	\$27,366,368	\$0	\$2,686,274	\$8,030,774	\$10,668	\$0	\$349,369	\$0	\$49,467,732	\$12,362,969	\$61,830,701	\$27,638,248	\$89,468,949	\$2,666,833	\$92,135,782	\$349,386,310
	5.45%	1.24%	7.83%	0.00%	0.77%	2.30%	0.00%	0.00%	0.10%	0.00%	14.16%	3.54%	17.70%	7.91%	25.61%	0.76%	26.37%	100.00%
SIC 36: Electronic & Other Electrical Equipment/Components, Except Computer Equip.	\$49,949,344	\$6,376,501	\$23,688,342	\$368,717	\$177,234,498	\$29,013,704	\$5,885,782	\$2,892,431	\$21,072,684	\$297,278	\$277,830,650	\$38,948,632	\$316,779,282	\$165,385,523	\$482,164,805	\$42,057,702	\$524,222,507	\$954,616,034
	5.23%	0.67%	2.48%	0.04%	18.57%	3.04%	0.62%	0.30%	2.21%	0.03%	29.10%	4.08%	33.18%	17.32%	50.51%	4.41%	54.91%	100.00%
SIC 47: Transportation Services	\$289,257	\$390	\$544,518	\$0	\$561,045	\$177,406	\$26,557	\$0	\$343,351	\$0	\$1,764,727	\$177,796	\$1,942,523	\$2,813,538	\$4,756,061	\$34,113	\$4,790,174	\$38,931,621
	0.74%	0.00%	1.40%	0.00%	1.44%	0.46%	0.07%	0.00%	0.88%	0.00%	4.53%	0.46%	4.99%	12.22%	0.09%	12.30%	100.00%	
SIC 50: Wholesale Trade-durable Goods	\$227	\$6,953	\$88	\$0	\$549	\$42	\$0	\$0	\$0	\$0	\$864	\$6,995	\$7,859	\$1,963	\$9,822	\$0	\$9,822	\$1,335,387
	0.02%	0.52%	0.01%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.06%	0.59%	0.74%	0.00%	0.00%	0.74%	100.00%	
SIC 51: Wholesale Trade-non-durable Goods	\$81	\$87,815	\$438,082	\$0	\$2	\$59,030	\$0	\$0	\$23,158	\$0	\$461,323	\$146,845	\$608,168	\$72,794	\$680,963	\$1,164	\$682,127	\$3,161,119
	0.00%	2.78%	13.86%	0.00%	0.00%	1.87%	0.00%	0.00%	0.73%	0.00%	14.59%	4.65%	19.24%	2.30%	21.54%	0.04%	21.58%	100.00%
SIC 55: Automotive Dealers And Gasoline Service Stations	\$1,004,786	\$278,443	\$29,768	\$0	\$28,493,625	\$25,087,057	\$2,488	\$0	\$604,815	\$77,057	\$30,135,482	\$25,442,557	\$55,578,039	\$938,427	\$56,516,466	\$63,995,851	\$120,512,317	\$97,539,561
	1.03%	0.29%	0.03%	0.00%	29.21%	25.72%	0.00%	0.00%	0.62%	0.08%	30.90%	26.08%	56.98%	0.96%	57.94%	65.61%	123.55%	100.00%
SIC 73: Business Services	\$31,019,821	\$13,267,536	\$36,886,504	\$3,629,612	\$98,246,311	\$6,843,143	\$15,913,223	\$1,652	\$4,204,360	\$197,750	\$186,270,219	\$23,939,693	\$210,209,913	\$54,373,039	\$264,582,952	\$5,306,638	\$269,889,590	\$509,861,689
	6.08%	2.60%	7.23%	0.71%	19.27%	1.34%	3.12%	0.00%	0.82%	0.04%	36.53%	4.70%	41.23%	10.66%	51.89%	1.04%	52.93%	100.00%
SIC 81: Legal	\$233,136	\$0	\$4,197,224	\$5,773	\$0	\$0	\$0	\$0	\$241	\$0	\$4,430,601	\$5,773	\$4,436,374	\$538,702	\$4,975,076	\$0	\$4,975,076	\$28,831,097
	0.81%	0.00%	14.56%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	15.37%	0.02%	15.39%	1.87%	17.26%	0.00%	17.26%	100.00%
SIC 87: Engineering, Accounting, Research, Management, And Related Services	\$0	\$0	\$2,645	\$0	\$0	\$0	\$0	\$0	\$748	\$0	\$3,393	\$0	\$3,393	\$2,631	\$6,024	\$0	\$6,024	\$3,739,389
	0.00%	0.00%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.09%	0.00%	0.09%	0.07%	0.16%	0.00%	0.16%	100.00%
GROSS PRODUCTS/SERVICES PROCUREMENT	\$112,393,012	\$26,587,064	\$102,873,121	\$4,359,623	\$343,130,986	\$102,786,959	\$22,734,523	\$3,525,067	\$32,665,247	\$769,527	\$613,796,888	\$138,028,239	\$751,825,128	\$311,356,399	\$1,063,181,527	\$143,293,510	\$1,206,475,037	\$2,399,476,119
	4.68%	1.11%	4.29%	0.18%	14.30%	4.28%	0.95%	0.15%	1.36%	0.03%	25.58%	5.75%	31.33%	12.98%	44.31%	5.97%	50.28%	100.00%

AT&T Long Distance:

2013 MBE, WBE, DVBE Direct and Sub Spend

AT&T Long Distance					
AT&T Global Supplier Diversity M/W/DVBE 2013 Results by Ethnicity & Gender					
2013 GO 156					
		Direct	SubK	Total \$	Total %
Minority Men	Asian Pacific American	\$1,895,203	\$1,406,712	\$3,301,915	4.66%
	African American	\$414,928	\$2,236,629	\$2,651,558	3.74%
	Hispanic American	\$2,434,550	\$4,390,291	\$6,824,842	9.62%
	Native American	\$1,519	\$647,630	\$649,149	0.92%
	Multi-Ethnic American	\$707	\$938,429	\$939,137	1.32%
	Total Minority Men	\$4,746,908	\$9,619,692	\$14,366,600	20.26%
Minority Women	Asian Pacific American	\$524,383	\$407,067	\$931,450	1.31%
	African American	\$80,484	\$72,854	\$153,338	0.22%
	Hispanic American	\$2,157,372	\$363,385	\$2,520,756	3.55%
	Native American	\$10,979	\$94,459	\$105,438	0.15%
	Multi-Ethnic American	\$0	\$22,190	\$22,190	0.03%
	Total Minority Women	\$2,773,217	\$959,954	\$3,733,171	5.26%
Total Minority Business Enterprise--MBE		\$7,520,125	\$10,579,646	\$18,099,771	25.52%
Women Business Enterprise--WBE		\$2,827,600	\$3,656,454	\$6,484,054	9.14%
Subtotal MBE & WBE		\$10,347,725	\$14,236,100	\$24,583,825	34.67%
Disabled Veteran Business Enterprise-DVBE		\$0	\$295,142	\$295,142	0.42%
Total MBE, WBE, DVBE		\$10,347,725	\$14,531,242	\$24,878,967	35.08%
Gross Procurement				\$70,911,535	
Exclusions				\$0	
Net Procurement				\$70,911,535	
Total Product/Service Procurement				\$70,911,535	

2013	Number of Direct Spend Diverse Suppliers for AT&T Long Distance			
	DVBE	MBE	WBE	Grand Total
# of M/W/DVBEs				
Grand Total	8	110	104	222
2013	Payment (\$M) to Direct Suppliers for AT&T Long Distance			
	DVBE	MBE	WBE	Grand Total
M/W/DVBEs \$M				
Grand Total	\$0.30	\$18.10	\$6.48	\$24.88
Information regarding the number of M/W/DVBE suppliers who have the majority of their workforce working in California is not readily available to AT&T. The Joint Utilities will work with the California Clearinghouse to determine the path forward on how to capture this data				

AT&T Long Distance – Product/Service Detail by SIC code

2013 AT&T Long Distance	ASIAN-PACIFIC		BLACK		HISPANIC		NATIVE AMERICAN		MULTI-ETHNIC		TOTAL MEN	TOTAL WOMEN	TOTAL MBE	TOTAL WBE	SUBTOTAL MWBE	TOTAL DVBE	2013 TOTAL M/W/DVBE	2013 TOTAL COMPANY
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	Minority Business Enterprise	Minority Business Enterprise	Minority Business Enterprise	Women Business Enterprise	Minority/Women Business Enterprise	Disabled Veteran Business Enterprise	Minority/Women/Disabled Veteran Business Enterprise	PURCHASES
SIC 15: Building Construction General Contractors And Operative Builders	\$ 54,862	\$58,047	\$215,952	\$5,633	\$110,872	\$54,190	\$5,764	\$929	\$123,902	\$2,786	\$511,352	\$121,586	\$632,938	\$652,606	\$1,285,544	\$58,959	\$1,344,503	\$2,176,400
	% 0.08%	0.08%	9.92%	0.26%	5.09%	2.49%	0.26%	0.04%	5.69%	0.13%	23.50%	5.59%	29.08%	29.99%	59.07%	2.71%	61.78%	5.99%
SIC 17: Construction Special Trade Contractors	\$ 91,899	\$6,598	\$51,095	\$4,618	\$304,080	\$20,606	\$20,067	\$17,266	\$48,255	\$2,907	\$515,395	\$51,995	\$567,390	\$417,484	\$984,874	\$28,951	\$1,013,825	\$271,009
	% 33.91%	2.43%	18.85%	1.70%	112.20%	7.60%	7.40%	6.37%	17.81%	1.07%	190.18%	19.19%	209.36%	154.05%	363.41%	10.68%	374.09%	100.00%
SIC 35: Industrial And Commercial Machinery And Computer Equipment	\$ 596,278	\$184,810	\$794,350	\$0	\$84,514	\$231,572	\$398	\$0	\$10,074	\$0	\$1,485,613	\$416,383	\$1,901,996	\$1,097,478	\$2,999,474	\$11,574	\$3,011,047	\$15,239,633
	% 3.91%	1.21%	5.21%	0.00%	0.55%	1.52%	0.00%	0.00%	0.07%	0.00%	9.75%	2.73%	12.48%	7.20%	19.68%	0.08%	19.76%	100.00%
SIC 36: Electronic & Other Electrical Equipment/Components, Except Computer Equip.	\$ 1,456,761	\$185,307	\$454,508	\$10,632	\$3,141,717	\$873,338	\$163,232	\$87,170	\$607,638	\$8,572	\$5,823,855	\$1,165,020	\$6,988,874	\$2,421,716	\$9,410,590	\$102,457	\$9,513,046	\$28,113,436
	% 5.18%	0.66%	1.62%	0.04%	11.18%	3.11%	0.58%	0.31%	2.16%	0.03%	20.72%	4.14%	24.86%	8.61%	33.47%	0.36%	33.84%	100.00%
SIC 47: Transportation Services	\$ 8,358	\$17	\$15,918	\$0	\$18,361	\$5,307	\$754	\$0	\$9,898	\$0	\$53,289	\$5,324	\$58,613	\$75,288	\$133,901	\$971	\$134,872	\$801,960
	% 1.04%	0.00%	1.98%	0.00%	2.29%	0.66%	0.09%	0.00%	1.23%	0.00%	6.64%	0.66%	7.31%	9.39%	16.70%	0.12%	16.82%	100.00%
SIC 50: Wholesale Trade-durable Goods	\$ 10	\$306	\$3	\$0	\$0	\$2	\$0	\$0	\$0	\$0	\$13	\$308	\$321	\$86	\$407	\$0	\$407	\$50,581
	% 0.02%	0.61%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.03%	0.61%	0.63%	0.17%	0.81%	0.00%	0.81%	100.00%
SIC 51: Wholesale Trade-non-durable Goods	\$ 2	\$3,820	\$12,632	\$0	\$0	\$1,702	\$0	\$0	\$668	\$0	\$13,302	\$5,522	\$18,825	\$2,099	\$20,924	\$0	\$20,924	\$97,742
	% 0.00%	3.91%	12.92%	0.00%	0.00%	1.74%	0.00%	0.00%	0.68%	0.00%	13.61%	5.65%	19.26%	2.15%	21.41%	0.00%	21.41%	100.00%
SIC 55: Automotive Dealers And Gasoline Service Stations	\$ 28,973	\$8,046	\$855	\$0	\$114,495	\$1,105,521	\$72	\$0	\$17,440	\$2,222	\$161,835	\$1,115,788	\$1,277,623	\$26,979	\$1,304,602	\$49,876	\$1,354,479	\$1,895,919
	% 1.53%	0.42%	0.05%	0.00%	6.04%	58.31%	0.00%	0.00%	0.92%	0.12%	8.54%	58.85%	67.39%	1.42%	68.81%	2.63%	71.44%	100.00%
SIC 73: Business Services	\$ 1,064,772	\$484,499	\$1,106,246	\$132,454	\$3,050,802	\$228,517	\$458,863	\$73	\$121,256	\$5,702	\$5,801,939	\$851,245	\$6,653,184	\$1,789,464	\$8,442,647	\$42,321	\$8,484,968	\$20,962,449
	% 5.08%	2.31%	5.28%	0.63%	14.55%	1.09%	2.19%	0.00%	0.58%	0.03%	27.68%	4.06%	31.74%	8.54%	40.28%	0.20%	40.48%	100.00%
SIC 81: Legal	\$ 0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$7	\$0	\$7	\$0	\$7	\$855	\$861	\$0	\$861	\$1,259,702
	% 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%	0.07%	0.07%	0.00%	0.07%	100.00%
SIC 87: Engineering, Accounting, Research, Management, And Related Services	\$ 0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$42,703
	% 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%	100.00%
GROSS PRODUCTS/SERVICES PROCUREMENT	\$ 3,301,915	\$931,450	\$2,651,558	\$153,338	\$6,824,842	\$2,520,756	\$649,149	\$105,438	\$939,137	\$22,190	\$14,366,600	\$3,733,171	\$18,099,771	\$6,484,054	\$24,583,825	\$295,108	\$24,878,933	\$70,911,535
	% 4.66%	1.31%	3.74%	0.22%	9.62%	3.55%	0.92%	0.15%	1.32%	0.03%	20.26%	5.26%	25.52%	9.14%	34.67%	0.42%	35.08%	100.00%

AT&T Corp.:

2013 MBE, WBE, DVBE Direct and Sub Spend

AT&T Corp. AT&T Global Supplier Diveristy M/W/DVBE 2013 Results by Ethnicity & Gender 2013 GO 156					
		Direct	SubK	Total \$	Total %
Minority Men	Asian Pacific American	\$21,549,491	\$4,403,557	\$25,953,048	4.66%
	African American	\$33,130,097	\$7,001,521	\$40,131,619	7.20%
	Hispanic American	\$13,377,005	\$13,743,322	\$27,120,327	4.87%
	Native American	\$555,662	\$2,027,335	\$2,582,997	0.46%
	Multi-Ethnic Amercian	\$0	\$2,937,650	\$2,937,650	0.53%
	Total Minority Men	\$68,612,255	\$30,113,385	\$98,725,640	17.72%
Minority Women	Asian Pacific American	\$4,114,682	\$1,274,278	\$5,388,960	0.97%
	African American	\$465,379	\$228,061	\$693,440	0.12%
	Hispanic American	\$9,674,499	\$1,137,535	\$10,812,034	1.94%
	Native American	\$46,843	\$295,693	\$342,537	0.06%
	Multi-Ethnic Amercian	\$0	\$69,462	\$69,462	0.01%
	Total Minority Women	\$14,301,403	\$3,005,029	\$17,306,432	3.11%
Total Minority Business Enterprise--MBE		\$82,913,658	\$33,118,414	\$116,032,072	20.83%
Women Business Enterprise--WBE		\$22,963,737	\$11,446,127	\$34,409,864	6.18%
Subtotal MBE & WBE		\$105,877,395	\$44,564,542	\$150,441,936	27.00%
Disabled Veteran Business Enterprise-DVBE		\$0	\$923,909	\$923,909	0.17%
Total MBE, WBE, DVBE		\$105,877,395	\$45,488,451	\$151,365,846	27.17%
Gross Procurement				\$557,105,340	
Exclusions				\$0	
Net Procurement				\$557,105,340	
Total Product/Service Procurement				\$557,105,340	
2013	Number of Direct Spend Diverse Suppliers for AT&T Corp.				
	# of M/W/DVBEs	DVBE	MBE	WBE	Grand Total
	Grand Total	8	121	113	242
2013	Payment (\$M) to Direct Suppliers for AT&T Corp.				
	M/W/DVBEs \$M	DVBE	MBE	WBE	Grand Total
	Grand Total	\$0.92	\$116.03	\$34.41	\$151.37
Information regarding the number of M/W/DVBE suppliers who have the majority of their workforce working in California is not readily available to AT&T. The Joint Utilities will work with the California Clearinghouse to determine the path forward on how to capture this data					

AT&T Corp. – Product/Service Detail by SIC code:

2013 AT&T Corp.	ASIAN-PACIFIC		BLACK		HISPANIC		NATIVE AMERICAN		MULTI-ETHNIC		TOTAL MEN	TOTAL WOMEN	TOTAL MBE	TOTAL WBE	SUBTOTAL MWBE	TOTAL DVBE	2013 TOTAL M/W/D/VBE	2013 TOTAL COMPANY
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	Minority Business Enterprises	Minority Business Enterprises	Minority Business Enterprises	Women Business Enterprises	Minority/Women Business Enterprises	Disabled Veteran Business Enterprises	Minority/Women/Disable Veteran Business Enterprises	PURCHASES
SIC 15: Building Construction General Contractors And Operative Builders	\$ 181,357	\$ 200,835	\$ 698,916	\$ 17,634	\$ 388,810	\$ 309,596	\$ 18,042	\$ 3,637	\$ 388,486	\$ 8,723	\$ 1,675,611	\$ 540,424	\$ 2,216,036	\$ 3,141,176	\$ 5,357,212	\$ 184,564	\$ 5,541,776	\$ 34,725,576
%	0.52%	0.58%	2.01%	0.05%	1.12%	0.89%	0.05%	0.01%	1.12%	0.03%	4.83%	1.56%	6.38%	9.05%	15.43%	0.53%	15.96%	100.00%
SIC 17: Construction Special Trade Contractors	\$ 365,038	\$ 270,993	\$ 386,223	\$ 86,870	\$ 1,130,810	\$ 84,693	\$ 66,701	\$ 54,049	\$ 156,113	\$ 9,098	\$ 2,103,883	\$ 485,704	\$ 2,589,587	\$ 3,284,432	\$ 5,874,020	\$ 90,627	\$ 5,964,647	\$ 32,804,995
%	1.1%	0.83%	1.16%	0.26%	3.45%	0.20%	0.20%	0.16%	0.48%	0.03%	6.41%	1.48%	7.89%	10.01%	17.91%	0.28%	18.16%	100.00%
SIC 35: Industrial And Commercial Machinery And Computer Equipment	\$ 2,057,905	\$ 1,645,004	\$ 2,710,688	\$ 0	\$ 423,674	\$ 724,917	\$ 8,227	\$ 0	\$ 40,416	\$ 0	\$ 5,240,910	\$ 2,369,920	\$ 7,610,830	\$ 4,370,716	\$ 11,981,546	\$ 36,230	\$ 12,017,777	\$ 74,948,660
%	2.75%	2.19%	3.62%	0.00%	0.57%	0.97%	0.01%	0.00%	0.05%	0.00%	6.99%	3.16%	10.15%	15.99%	0.05%	16.03%	100.00%	
SIC 36: Electronic & Other Electrical Equipment/Components, Except Computer Equip.	\$ 17,932,559	\$ 852,491	\$ 32,465,665	\$ 33,283	\$ 14,393,038	\$ 3,659,396	\$ 1,030,628	\$ 284,523	\$ 1,902,605	\$ 26,834	\$ 67,724,493	\$ 4,856,527	\$ 72,581,020	\$ 14,989,013	\$ 87,570,033	\$ 320,729	\$ 87,890,762	\$ 267,477,165
%	6.70%	0.32%	12.14%	0.01%	5.38%	1.37%	0.39%	0.11%	0.71%	0.01%	25.32%	1.82%	27.14%	5.60%	32.74%	0.12%	32.86%	100.00%
SIC 47: Transportation Services	\$ 48,558	\$ 536	\$ 46,699	\$ 0	\$ 71,864	\$ 17,103	\$ 14,822	\$ 9	\$ 30,985	\$ 0	\$ 212,929	\$ 17,647	\$ 230,576	\$ 287,486	\$ 518,062	\$ 3,040	\$ 521,103	\$ 5,802,947
%	0.84%	0.01%	0.80%	0.00%	1.24%	0.29%	0.26%	0.00%	0.53%	0.00%	3.67%	0.30%	3.97%	8.93%	0.05%	8.98%	100.00%	
SIC 50: Wholesale Trade-durable Goods	\$ 40	\$ 1,229	\$ 8	\$ 0	\$ 1	\$ 7	\$ 0	\$ 0	\$ 0	\$ 0	\$ 49	\$ 1,237	\$ 1,285	\$ 347	\$ 1,633	\$ 0	\$ 1,633	\$ 254,298
%	0.02%	0.48%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.48%	0.51%	0.14%	0.00%	0.00%	0.64%	100.00%
SIC 51: Wholesale Trade-non-durable Goods	\$ 7	\$ 15,334	\$ 39,544	\$ 0	\$ 0	\$ 5,328	\$ 0	\$ 0	\$ 2,090	\$ 0	\$ 41,642	\$ 20,663	\$ 62,304	\$ 6,571	\$ 68,875	\$ 0	\$ 68,875	\$ 496,733
%	0.00%	3.09%	7.96%	0.00%	0.00%	1.07%	0.00%	0.00%	0.42%	0.00%	8.38%	4.16%	12.54%	1.32%	13.87%	0.00%	13.87%	100.00%
SIC 55: Automotive Dealers And Gasoline Service Stations	\$ 90,698	\$ 25,229	\$ 2,675	\$ 0	\$ 459,119	\$ 4,440,214	\$ 225	\$ 0	\$ 54,594	\$ 6,956	\$ 607,311	\$ 4,472,399	\$ 5,079,710	\$ 85,149	\$ 5,164,858	\$ 156,133	\$ 5,320,991	\$ 7,656,012
%	1.18%	0.33%	0.03%	0.00%	5.00%	58.00%	0.00%	0.00%	0.71%	0.09%	7.93%	58.42%	66.35%	1.11%	67.46%	2.04%	69.50%	100.00%
SIC 73: Business Services	\$ 5,276,886	\$ 2,377,309	\$ 3,781,200	\$ 555,853	\$ 10,253,011	\$ 1,590,779	\$ 1,449,355	\$ 319	\$ 379,577	\$ 17,850	\$ 21,136,029	\$ 4,541,911	\$ 25,677,940	\$ 8,242,298	\$ 33,920,238	\$ 132,480	\$ 34,052,718	\$ 127,198,068
%	4.15%	1.87%	2.97%	0.44%	8.06%	1.25%	1.14%	0.00%	0.30%	0.01%	16.62%	3.57%	20.19%	6.48%	26.67%	0.10%	26.77%	100.00%
SIC 81: Legal	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 22	\$ 0	\$ 22	\$ 0	\$ 22	\$ 2,675	\$ 2,697	\$ 0	\$ 2,697	\$ 5,620,228
%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%	0.05%	0.00%	0.05%	100.00%	
SIC 87: Engineering, Accounting, Research, Management, And Related Services	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 120,659
%	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%	100.00%
GROSS PRODUCTS/SERVICES PROCUREMENT	\$ 25,953,048	\$ 5,388,960	\$ 40,131,619	\$ 693,440	\$ 27,120,327	\$ 10,812,034	\$ 2,582,997	\$ 342,537	\$ 2,954,888	\$ 69,462	\$ 98,742,879	\$ 17,306,432	\$ 116,049,311	\$ 34,409,864	\$ 150,459,175	\$ 923,803	\$ 151,382,978	\$ 557,105,340
%	4.66%	0.97%	7.20%	0.12%	4.87%	1.94%	0.46%	0.06%	0.53%	0.01%	17.72%	3.11%	20.83%	6.18%	27.01%	0.17%	27.17%	100.00%

AT&T Mobility:

2013 MBE, WBE, DVBE Direct and Sub Spend

AT&T Mobility AT&T Global Supplier Diversity M/W/DVBE 2013 Results by Ethnicity & Gender 2013 GO156					
		Direct	SubK	Total \$	Total %
Minority Men	Asian Pacific American	\$37,912,528	\$1,558,796	\$39,471,324	1.10%
	African American	\$124,604,023	\$2,478,439	\$127,082,462	3.53%
	Hispanic American	\$624,486,713	\$4,864,940	\$629,351,653	17.46%
	Native American	\$208,593	\$717,648	\$926,241	0.03%
	Multi-Ethnic American	\$4,696	\$1,039,886	\$1,044,582	0.03%
	Total Minority Men	\$787,216,552	\$10,659,709	\$797,876,262	22.14%
Minority Women	Asian Pacific American	\$5,923,067	\$451,076	\$6,374,143	0.18%
	African American	\$3,876,450	\$80,730	\$3,957,180	0.11%
	Hispanic American	\$17,654,858	\$402,671	\$18,057,529	0.50%
	Native American	\$72,882	\$104,671	\$177,554	0.00%
	Multi-Ethnic American	\$0	\$24,589	\$24,589	0.00%
	Total Minority Women	\$27,527,256	\$1,063,738	\$28,590,994	0.79%
Total Minority Business Enterprise--MBE		\$814,743,809	\$11,723,447	\$826,467,256	22.93%
Women Business Enterprise--WBE		\$168,710,851	\$4,051,766	\$172,762,617	4.79%
Subtotal MBE & WBE		\$983,454,660	\$15,775,213	\$999,229,873	27.73%
Disabled Veteran Business Enterprise-DVBE		\$0	\$327,051	\$327,051	0.0091%
Total MBE, WBE, DVBE		\$983,454,660	\$16,102,264	\$999,556,924	27.74%
Gross Procurement				\$3,603,825,320	
Exclusions				\$0	
Net Procurement				\$3,603,825,320	
Total Product/Service Procurement				\$3,603,825,320	

2013	Number of Direct Spend Diverse Suppliers for AT&T Mobility			
	DVBE	MBE	WBE	Grand Total
# of M/W/DVBEs				
Grand Total	8	132	122	262
2013	Payment (\$M) to Direct Suppliers for AT&T Mobility			
	DVBE	MBE	WBE	Grand Total
M/W/DVBEs \$M				
Grand Total	\$0.33	\$826.47	\$172.76	\$999.56
Information regarding the number of M/W/DVBE suppliers who have the majority of their workforce working in California is not readily available to AT&T. The Joint Utilities will work with the California Clearinghouse to determine the path forward on how to capture this data				

AT&T Mobility – Product/Service Detail by SIC code:

2013 AT&T Mobility		ASIAN-PACIFIC		BLACK		HISPANIC		NATIVE AMERICAN		MULTI-ETHNIC		TOTAL MEN	TOTAL WOMEN	TOTAL MBE	TOTAL WBE	SUBTOTAL MWBE	TOTAL DVBE	2013 TOTAL MW/DVBE	2013 TOTAL COMPANY
Product/Service Descriptions (See Product Detail by SIC Category)		MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	Minority Business Enterprise	Minority Business Enterprise	Minority Business Enterprise	Women Business Enterprise	Minority Women Business Enterprise	Disabled Veteran Business Enterprise	Minority Women/Disable Veteran Business Enterprise	PURCHASES
SIC 15: Building Construction General Contractors And Operative Builders	\$	\$70,268	\$80,932	\$374,401	\$6,242	\$257,743	\$1,648,239	\$6,387	\$1,029	\$141,208	\$3,088	\$850,006	\$1,739,530	\$2,589,536	\$3,491,784	\$6,081,320	\$65,333	\$6,146,653	\$86,624,298
	%	0.08%	0.09%	0.43%	0.01%	0.30%	1.90%	0.01%	0.00%	0.16%	0.00%	0.98%	2.01%	2.99%	4.03%	7.02%	0.08%	7.10%	100.00%
SIC 17: Construction Special Trade Contractors	\$	\$825,855	\$17,023	\$6,278,009	\$10,070	\$48,337,867	\$72,326	\$22,237	\$19,132	\$53,472	\$3,221	\$55,517,440	\$121,773	\$55,639,213	\$2,658,991	\$58,298,204	\$32,081	\$58,330,284	\$354,201,888
	%	0.23%	0.00%	1.77%	0.00%	13.65%	0.02%	0.01%	0.01%	0.02%	0.00%	15.67%	0.03%	15.71%	0.75%	16.46%	0.01%	16.47%	100.00%
SIC 35: Industrial And Commercial Machinery And Computer Equipment	\$	\$1,482,200	\$1,295,291	\$1,064,668	\$0	\$1,072,481	\$256,643	\$1,882	\$0	\$11,163	\$0	\$3,632,394	\$1,551,934	\$5,184,329	\$6,491,750	\$11,676,079	\$12,825	\$11,688,904	\$124,891,713
	%	1.19%	1.04%	0.85%	0.00%	0.86%	0.21%	0.00%	0.00%	0.01%	0.00%	2.91%	1.24%	4.15%	5.20%	9.35%	0.01%	9.36%	100.00%
SIC 36: Electronic & Other Electrical Equipment/Components, Except Computer Equip.	\$	\$16,194,806	\$364,593	\$116,095,955	\$37,676	\$562,302,540	\$5,936,325	\$386,209	\$156,909	\$673,331	\$9,499	\$695,652,841	\$6,505,001	\$702,157,842	\$147,940,012	\$850,097,854	\$113,533	\$850,211,387	\$2,292,160,688
	%	0.71%	0.02%	5.06%	0.00%	24.53%	0.26%	0.02%	0.01%	0.03%	0.00%	30.35%	0.28%	30.63%	6.45%	37.09%	0.00%	37.09%	100.00%
SIC 47: Transportation Services	\$	\$9,796	\$114	\$469,700	\$0	\$373,678	\$8,947	\$975	\$0	\$10,970	\$0	\$865,119	\$9,061	\$874,180	\$178,764	\$1,052,944	\$0	\$1,052,944	\$38,639,668
	%	0.03%	0.00%	1.22%	0.00%	0.97%	0.02%	0.00%	0.00%	0.03%	0.00%	2.24%	0.02%	2.26%	0.46%	2.73%	0.00%	2.73%	100.00%
SIC 50: Wholesale Trade-durable Goods	\$	\$66	\$2,033	\$3	\$0	\$1	\$12	\$0	\$0	\$0	\$0	\$70	\$2,045	\$2,115	\$574	\$2,689	\$0	\$2,689	\$461,485
	%	0.01%	0.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.44%	0.46%	0.12%	0.58%	0.00%	0.58%	100.00%
SIC 51: Wholesale Trade-non-durable Goods	\$	\$3	\$25,360	\$13,998	\$0	\$0	\$1,886	\$0	\$0	\$740	\$0	\$14,741	\$27,246	\$41,986	\$2,326	\$44,312	\$0	\$44,312	\$1,873,948
	%	0.00%	1.35%	0.75%	0.00%	0.00%	0.10%	0.00%	0.00%	0.04%	0.00%	0.79%	1.45%	2.24%	0.12%	2.36%	0.00%	2.36%	100.00%
SIC 55: Automotive Dealers And Gasoline Service Stations	\$	\$32,106	\$9,184	\$985	\$0	\$1,017,686	\$7,435,089	\$79	\$0	\$19,326	\$2,462	\$1,070,182	\$7,446,735	\$8,516,916	\$34,224	\$8,551,140	\$55,269	\$8,606,409	\$13,790,592
	%	0.23%	0.07%	0.01%	0.00%	7.38%	53.91%	0.00%	0.00%	0.14%	0.02%	7.76%	54.00%	61.76%	0.25%	62.01%	0.40%	62.41%	100.00%
SIC 73: Business Services	\$	\$20,773,198	\$4,579,614	\$2,768,971	\$3,903,016	\$15,989,643	\$2,698,060	\$508,472	\$483	\$134,365	\$6,319	\$40,174,649	\$11,187,492	\$51,362,141	\$11,832,793	\$63,194,934	\$46,896	\$63,241,830	\$679,431,917
	%	3.06%	0.67%	0.41%	0.57%	2.35%	0.40%	0.07%	0.00%	0.02%	0.00%	5.91%	1.65%	7.56%	1.74%	9.30%	0.01%	9.31%	100.00%
SIC 81: Legal	\$	\$83,028	\$0	\$15,773	\$176	\$13	\$0	\$0	\$0	\$8	\$0	\$98,821	\$176	\$98,997	\$131,399	\$230,396	\$0	\$230,396	\$11,179,001
	%	0.74%	0.00%	0.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.88%	0.00%	0.89%	1.18%	2.06%	0.00%	2.06%	100.00%
SIC 87: Engineering, Accounting, Research, Management, And Related Services	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$570,121
	%	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%	100.00%
GROSS PRODUCTS/SERVICES PROCUREMENT	\$	\$39,471,324	\$6,374,143	\$127,082,462	\$3,957,180	\$629,351,653	\$18,057,529	\$926,241	\$177,554	\$1,044,582	\$24,589	\$797,876,262	\$28,590,994	\$826,467,256	\$172,762,617	\$999,229,873	\$325,937	\$999,555,810	\$3,603,825,320
	%	1.10%	0.18%	3.53%	0.11%	17.46%	0.50%	0.03%	0.00%	0.03%	0.00%	22.14%	0.79%	22.93%	4.79%	27.73%	0.01%	27.74%	100.00%

AT&T Teleport Communications America, LLC (TCA) – Product/Service Detail by SIC code:

AT&T Teleport Communications America, LLC ("TCA").					
AT&T Global Supplier Diversity M/W/DVBE 2013 Results by Ethnicity & Gender					
2013 GO156					
		Direct	SubK	Total \$	Total %
Minority Men	Asian Pacific American	\$733,047	\$0	\$733,047	20.30%
	African American	\$0	\$0	\$0	0.00%
	Hispanic American	\$0	\$0	\$0	0.00%
	Native American	\$3,378	\$0	\$3,378	0.09%
	Multi-Ethnic American	\$0	\$0	\$0	0.00%
	Total Minority Men	\$736,425	\$0	\$736,425	20.39%
Minority Women	Asian Pacific American	\$0	\$0	\$0	0.00%
	African American	\$0	\$0	\$0	0.00%
	Hispanic American	\$3,098	\$0	\$3,098	0.09%
	Native American	\$0	\$0	\$0	0.00%
	Multi-Ethnic American	\$0	\$0	\$0	0.00%
	Total Minority Women	\$3,098	\$0	\$3,098	0.09%
Total Minority Business Enterprise--MBE		\$739,523	\$0	\$739,523	20.48%
Women Business Enterprise--WBE		\$410,139	\$0	\$410,139	11.36%
Subtotal MBE & WBE		\$1,149,662	\$0	\$1,149,662	31.83%
Disabled Veteran Business Enterprise-DVBE		\$0	\$0	\$0	0.0000%
Total MBE, WBE, DVBE		\$1,149,662	\$0	\$1,149,662	31.83%
Gross Procurement				\$3,611,724	
Exclusions				\$0	
Net Procurement				\$3,611,724	
Total Product/Service Procurement				\$3,611,724	

2013	Number of Direct Spend Diverse Suppliers for AT&T Teleport Communications America, LLC ("TCA")				
	# of M/W/DVBEs	DVBE	MBE	WBE	Grand Total
	Grand Total	0	6	7	13
2013	Payment (\$M) to Direct Suppliers for AT&T Teleport Communications America, LLC ("TCA")				
	M/W/DVBEs \$M	DVBE	MBE	WBE	Grand Total
	Grand Total	\$0.00	\$0.74	\$0.41	\$1.15
Information regarding the number of M/W/DVBE suppliers who have the majority of their workforce working in California is not readily available to AT&T. The Joint Utilities will work with the California Clearinghouse to determine the path forward on how to capture this data					

AT&T Teleport Communications America, LLC ("TCA") Product/Service Detail by SIC code:

2013 AT&T Teleport Communications America, LLC ("TCA")		ASIAN-PACIFIC		BLACK		HISPANIC		NATIVE AMERICAN		MULTI-ETHNIC		TOTAL MEN	TOTAL WOMEN	TOTAL MBE	TOTAL WBE	SUBTOTAL MWBE	TOTAL DVBE	2013 TOTAL MW/DVBE	2013 TOTAL COMPANY
Product/Service Descriptions (See Product Detail by SIC Category)		MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	Minority Business Enterprise	Minority Business Enterprise	Minority Business Enterprise	Women Business Enterprise	Minority/ Women Business Enterprise	Disabled Veteran Business Enterprise	Minority/ Woman/ Disabled Veteran Business Enterprise	PURCHASES
		SIC 15: Building Construction General Contractors And Operative Builders	\$	\$0	\$0	\$0	\$0	\$0	\$3,098	\$0	\$0	\$0	\$0	\$0	\$3,098	\$3,098	\$0	\$3,098	\$0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	100.00%	0.00%	100.00%	100.00%
SIC 17: Construction Special Trade Contractors	\$	\$16,129	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$16,129	\$0	\$16,129	\$290,135	\$306,264	\$0	\$306,264	\$1,865,347
	%	0.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.86%	0.00%	0.86%	15.55%	16.42%	0.00%	16.42%	100.00%
SIC 35: Industrial And Commercial Machinery And Computer Equipment	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	%	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%	100.00%
SIC 36: Electronic & Other Electrical Equipment/Components, Except Computer Equip.	\$	\$716,918	\$0	\$0	\$0	\$0	\$3,321	\$0	\$0	\$0	\$0	\$720,239	\$0	\$720,239	\$115,667	\$835,906	\$0	\$835,906	\$1,736,622
	%	41.28%	0.00%	0.00%	0.00%	0.00%	0.19%	0.00%	0.00%	0.00%	0.00%	41.47%	0.00%	41.47%	6.66%	48.13%	0.00%	48.13%	100.00%
SIC 47: Transportation Services	\$	\$0	\$0	\$0	\$0	\$0	\$57	\$0	\$0	\$0	\$0	\$57	\$0	\$57	\$4,337	\$4,394	\$0	\$4,394	\$4,869
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.17%	0.00%	0.00%	0.00%	1.17%	0.00%	1.17%	89.07%	90.24%	0.00%	90.24%	100.00%
SIC 50: Wholesale Trade-durable Goods	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	%	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%	100.00%
SIC 51: Wholesale Trade-non-durable Goods	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	%	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%	100.00%
SIC 55: Automotive Dealers And Gasoline Service Stations	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$137
	%	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%	100.00%
SIC 73: Business Services	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,651
	%	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%	100.00%
SIC 81: Legal	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	%	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%	100.00%
SIC 87: Engineering, Accounting, Research, Management, And Related Services	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	%	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%	100.00%
GROSS PRODUCTS/SERVICES PROCUREMENT	\$	\$733,047	\$0	\$0	\$0	\$0	\$3,098	\$3,378	\$0	\$0	\$0	\$736,425	\$3,098	\$739,523	\$410,139	\$1,149,662	\$0	\$1,149,662	\$3,611,724
	%	20.30%	0.00%	0.00%	0.00%	0.00%	0.09%	0.09%	0.00%	0.00%	0.00%	20.39%	0.09%	20.48%	11.36%	31.83%	0.00%	31.83%	100.00%

9.1.3 Program Expenses

AT&T California

Expense Category	2013 AT&T CA CPUC Reported Expenses
Wages	\$766,840
Other Employee Expenses	\$0
Program Expenses	\$115,849
Reporting Expenses	\$0
Training	\$57,453
Consultants*	\$322,777
Other	\$0
TOTAL	\$1,262,919

*Includes \$224.6K CPUC Clearinghouse expenses and \$98.2K CA small business event expenses. The CPUC Clearinghouse expenses represent 18% of the total program expense.

AT&T Long Distance

Expense Category	2013 AT&T Long Distance CPUC Reported expenses
Wages	\$278,851
Other Employee Expenses	\$0
Program Expenses	\$42,127
Reporting Expenses	\$0
Training	\$20,892
Consultants*	\$117,373
Other	\$0
TOTAL	\$459,243
<p>*Includes \$81.7K CPUC Clearinghouse expenses and \$35.7K CA small business event expenses. The CPUC Clearinghouse expenses represent 18% of the total program expense.</p>	

AT&T Corp

Expense Category	2013 AT&T Corp. CA CPUC Reported expenses
Wages	\$7,746
Other Employee Expenses	\$0
Program Expenses	\$1,170
Reporting Expenses	\$0
Training	\$580
Consultants*	\$3,260
Other	\$0
Total	\$12,757
<p>*Includes \$2.3K CPUC Clearinghouse expenses and \$1.0K CA small business event expenses. The CPUC Clearinghouse expenses represent 18% of the total program expense.</p>	

AT&T Mobility

Expense Category	2013 AT&T Mobility CA CPUC Reported expenses
Wages	\$395,039
Other Employee Expenses	\$0
Program Expenses	\$59,680
Reporting Expenses	\$0
Training	\$29,597
Consultants*	\$166,279
Other	\$0
TOTAL	\$650,595
<p>*Includes \$115.7K CPUC Clearinghouse expenses and \$50.6K CA small business event expenses. The CPUC Clearinghouse expenses represent 18% of the total program expense.</p>	

AT&T Teleport Communications America, LLC (TCA)

Expense Category	2013 Teleport Communications America, LLC ("TCA"). CPUC Reported expenses
Wages	\$682
Other Employee Expenses	\$0
Program Expenses	\$103
Reporting Expenses	\$0
Training	\$51
Consultants*	\$287
Other	\$0
TOTAL	\$1,123
<p>*Includes \$0.2K CPUC Clearinghouse expenses and \$0.1K CA small business event expenses. The CPUC Clearinghouse expenses represent 18% of the total program expense.</p>	

9.1.4 Progress Toward Goal

AT&T California

AT&T California		
A description of progress in meeting or exceeding set goals and an explanation of any circumstances that may have caused utility to fall short of its goals.		
Category	Current Year Results	Current Year Goals
Minority Men	25.58%	11.00%
Minority Women	5.75%	4.00%
Minority Business Enterprise (MBE)	31.33%	15.00%
Women Business Enterprise (WBE)	12.98%	5.00%
Subtotal Women, Minority Business Enterprise (M/WBE)	44.31%	20.00%
Service Disabled Veteran Business Enterprise (DVBE)	5.97%	1.50%
Total MWDVBE	50.28%	21.50%

Note: Percentages may not add due to rounding.

AT&T Long Distance

AT&T Long Distance		
A description of progress in meeting or exceeding set goals and an explanation of any circumstances that may have caused utility to fall short of its goals.		
Category	Current Year Results	Current Year Goals
Minority Men	20.26%	11.00%
Minority Women	5.26%	4.00%
Minority Business Enterprise (MBE)	25.52%	15.00%
Women Business Enterprise (WBE)	9.14%	5.00%
Subtotal Women, Minority Business Enterprise (M/WBE)	34.67%	20.00%
Service Disabled Veteran Business Enterprise (DVBE)	0.42%	1.50%
Total MWDVBE	35.08%	21.50%

Note: Percentages may not add due to rounding.

AT&T Corp.

AT&T Corp.		
A description of progress in meeting or exceeding set goals and an explanation of any circumstances that may have caused utility to fall short of its goals.		
Category	Current Year Results	Current Year Goals
Minority Men	17.72%	11.00%
Minority Women	3.11%	4.00%
Minority Business Enterprise (MBE)	20.83%	15.00%
Women Business Enterprise (WBE)	6.18%	5.00%
Subtotal Women, Minority Business Enterprise (M/WBE)	27.00%	20.00%
Service Disabled Veteran Business Enterprise (DVBE)	0.17%	1.50%
Total MWDVBE	27.17%	21.50%

Note: Percentages may not add due to rounding.

AT&T Mobility

AT&T Mobility		
A description of progress in meeting or exceeding set goals and an explanation of any circumstances that may have caused utility to fall short of its goals.		
Category	Current Year Results	Current Year Goals
Minority Men	22.14%	11.00%
Minority Women	0.79%	4.00%
Minority Business Enterprise (MBE)	22.93%	15.00%
Women Business Enterprise (WBE)	4.79%	5.00%
Subtotal Women, Minority Business Enterprise (M/WBE)	27.73%	20.00%
Service Disabled Veteran Business Enterprise (DVBE)	0.01%	1.50%
Total MWDVBE	27.74%	21.50%

Note: Percentages may not add due to rounding.

AT&T Teleport Communications America, LLC (TCA)

AT&T Teleport Communications America, LLC (“TCA”).

A description of progress in meeting or exceeding set goals and an explanation of any circumstances that may have caused utility to fall short of its goals.

Category	Current Year Results	Current Year Goals
Minority Men	20.39%	11.00%
Minority Women	0.09%	4.00%
Minority Business Enterprise (MBE)	20.48%	15.00%
Women Business Enterprise (WBE)	11.36%	5.00%
Subtotal Women, Minority Business Enterprise (M/WBE)	31.83%	20.00%
Service Disabled Veteran Business Enterprise (DVBE)	0.00%	1.50%
Total MWDVBE	31.83%	21.50%

Note: Percentages may not add due to rounding.

9.1.5 Summary of Subcontracting Utilization

AT&T California

A Summary of Prime Contractor Utilization of MWDVBE Subcontractors - AT&T California							
	Minority Men	Minority Women	Minority Business Enterprises (MBE)	Women Business Enterprises (WBE)	Women/Minority Business Enterprise (WMBE)	Service Disabled Veterans Business Enterprises (DVBE)	Total WMDVBE
Direct	\$280,188,944	\$104,737,339	\$384,926,283	\$184,551,692	\$569,477,975	\$133,058,080	\$702,536,055
Sub	\$333,607,944	\$33,290,900	\$366,898,845	\$126,804,707	\$493,703,552	\$10,235,430	\$503,938,982
Total \$	\$613,796,888	\$138,028,239	\$751,825,128	\$311,356,399	\$1,063,181,527	\$143,293,510	\$1,206,475,037
Direct	11.68%	4.37%	16.04%	7.69%	23.73%	5.55%	29.28%
SUB	13.90%	1.39%	15.29%	5.28%	20.58%	0.43%	21.00%
Total %	25.58%	5.75%	31.33%	12.98%	44.31%	5.97%	50.28%
Gross Procurement	\$2,399,476,119						
Exclusions	0						
Net Procurement	\$2,399,476,119						
Note: Percentages may not add due to rounding							

AT&T Long Distance

A Summary of Prime Contractor Utilization of MWDVBE Subcontractors - AT&T Long Distance							
	Minority Men	Minority Women	Minority Business Enterprises (MBE)	Women Business Enterprises (WBE)	Women/Minority Business Enterprise (WMBE)	Service Disabled Veterans Business Enterprises (DVBE)	Total WMDVBE
Direct	\$4,746,908	\$2,773,217	\$7,520,125	\$2,827,600	\$10,347,725	\$0	\$10,347,725
SUB	\$9,619,692	\$959,954	\$10,579,646	\$3,656,454	\$14,236,100	\$295,142	\$14,531,242
Total \$	\$14,366,600	\$3,733,171	\$18,099,771	\$6,484,054	\$24,583,825	\$295,142	\$24,878,967
Direct	6.69%	3.91%	10.60%	3.99%	14.59%	0.00%	14.59%
SUB	13.57%	1.35%	14.92%	5.16%	20.08%	0.42%	20.49%
Total %	20.26%	5.26%	25.52%	9.14%	34.67%	0.42%	35.08%
Gross Procurement	\$70,911,535						
Exclusions	0						
Net Procurement	\$70,911,535						
Note: Percentages may not add due to rounding							

AT&T Corp.

A Summary of Prime Contractor Utilization of MWDVBE Subcontractors - AT&T Corp.							
	Minority Men	Minority Women	Minority Business Enterprises (MBE)	Women Business Enterprises (WBE)	Women/Minority Business Enterprise (WMBE)	Service Disabled Veterans Business Enterprises (DVBE)	Total MWDVBE
Direct	\$68,612,255	\$14,301,403	\$82,913,658	\$22,963,737	\$105,877,395	\$0	\$105,877,395
SUB	\$30,113,385	\$3,005,029	\$33,118,414	\$11,446,127	\$44,564,542	\$923,909	\$45,488,451
Total \$	\$98,725,640	\$17,306,432	\$116,032,072	\$34,409,864	\$150,441,936	\$923,909	\$151,365,846
Direct	12.32%	2.57%	14.88%	4.12%	19.00%	0.00%	19.00%
SUB	5.41%	0.54%	5.94%	2.05%	8.00%	0.17%	8.17%
Total %	17.72%	3.11%	20.83%	6.18%	27.00%	0.17%	27.17%
Gross Procurement	\$557,105,340						
Exclusions	0						
Net Procurement	\$557,105,340						
Note: Percentages may not add due to rounding							

AT&T Mobility

A Summary of Prime Contractor Utilization of MWDVBE Subcontractors - AT&T Mobility							
	Minority Men	Minority Women	Minority Business Enterprises (MBE)	Women Business Enterprises (WBE)	Minority/Women Business Enterprise (M/WBE)	Service Disabled Veterans Business Enterprises (DVBE)	Total MWDVBE
Direct	\$787,216,552	\$27,527,256	\$814,743,809	\$168,710,851	\$983,454,660	\$0	\$983,454,660
SUB	\$10,659,709	\$1,063,738	\$11,723,447	\$4,051,766	\$15,775,213	\$327,051	\$16,102,264
Total \$	\$797,876,262	\$28,590,994	\$826,467,256	\$172,762,617	\$999,229,873	\$327,051	\$999,556,924
Direct	21.84%	0.76%	22.61%	4.68%	27.29%	0.00%	27.29%
SUB	0.30%	0.03%	0.33%	0.11%	0.44%	0.01%	0.45%
Total %	22.14%	0.79%	22.93%	4.79%	27.73%	0.01%	27.74%
Gross Procurement	\$3,603,825,320						
Exclusions	0						
Net Procurement	\$3,603,825,320						
Note: Percentages may not add due to rounding							

AT&T Teleport Communications America, LLC (TCA)

A Summary of Prime Contractor Utilization of MWDVBE Subcontractors - AT&T Teleport Communications America, LLC ("TCA").							
	Minority Men	Minority Women	Minority Business Enterprises (MBE)	Women Business Enterprises (WBE)	Minority/Women Business Enterprise (M/WBE)	Service Disabled Veterans Business Enterprises (DVBE)	Total MWDVBE
Direct	\$736,425	\$3,098	\$739,523	\$410,139	\$1,149,662	\$0	\$1,149,662
SUB	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total \$	\$736,425	\$3,098	\$739,523	\$410,139	\$1,149,662	\$0	\$1,149,662
Direct	20.39%	0.09%	20.48%	11.36%	31.83%	0.00%	31.83%
SUB	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total %	20.39%	0.09%	20.48%	11.36%	31.83%	0.00%	31.83%
Gross Procurement	\$3,611,724						
Exclusions	0						
Net Procurement	\$3,611,724						
Note: Percentages may not add due to rounding							

9.1.6 Supplier Complaints

No formal complaints were filed.

9.1.7 Exclusions

Exclusions—All AT&T Reporting Companies

DESCRIPTION OF EXCLUSIONS	(000'S)
EXCLUSION #1	0
EXCLUSION #2	0
EXCLUSION #3	0
EXCLUSION #4	0
EXCLUSION #5	0
EXCLUSION #6	0
EXCLUSION #7	0
EXCLUSION #8	0
EXCLUSION #9	0
EXCLUSION #10	0
EXCLUSION #11	0
EXCLUSION #12	0
EXCLUSION #13	0
EXCLUSION #14	0
EXCLUSION #15	0
TOTAL EXCLUSIONS	0

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

As in the past and again in 2013, AT&T has not excluded any product or service categories, including any categories where no diverse suppliers were available. Comparative analysis of various companies' Supplier Diversity purchasing results should only be done on a "without exclusion" basis.

We do not include in the purchase base payments to the following (as directed in GO156, Section 8.9):

- Payments to utilities
- Payments to the government for items such as taxes and postage
- Payments to affiliates

9.1.8 Supplier Recruitment in Underutilized Areas

In 2013, AT&T continued to increase opportunities for diverse suppliers in specific underutilized areas such as Legal, Advertising, Finance and Mobility. During the year, we launched a number of activities and initiatives to identify new opportunities, share knowledge and best practices, and build capabilities. As a result of our efforts, AT&T made strong progress in these areas.

Legal

AT&T's Legal Department continued to focus efforts on expanding diverse legal spending, which resulted in significant gains in 2013. AT&T Legal reported a **7.6%** overall Supplier Diversity achievement, which was a **27% improvement** over 2012 results. This was achieved through increased spending with the existing base of diverse law firms and legal service providers and the addition of three new diverse firms. In addition, the AT&T Legal department used the services of **seven California**-based law firms-for a total spend of **\$4.7 million** in 2013.

During the year, AT&T Senior Vice President and General Counsel sent a personal communication to the top 40 non-diverse law firms doing business with AT&T. In his communication, he expressed AT&T's commitment to increasing diverse participation in the Legal field and encouraged these law firms to collaborate with AT&T's Global Supplier Diversity team to increase subcontracting of legal services to diverse law firms. Efforts are underway to follow-up with these law firms on a one-on-one basis to identify paths to increase their subcontracting to diverse firms.

AT&T Legal actively encourages and measures the assignment of women and minority lawyers servicing the AT&T account. AT&T believes this practice is an excellent tool to promote diversity in an area where relatively large minority, women, and veteran disabled certified law firms are rare due to the diluted ownership structure prevalent in the industry. In addition, AT&T Legal created an annual award named the AT&T Legal Department Diversity & Inclusion Award, where law firms in three bracket categories (firms comprised of 50 or less attorneys, firms comprised of 200 or less attorneys, and firms with over 200 attorneys) are ranked based on the following criteria:

- 1) Defined diversity and inclusion programs
- 2) Diverse attorney base percentages
- 3) Budget allocated to diversity and inclusion programs
- 4) Percentage of AT&T billed hours associated with a minority or woman attorney

AT&T also continued its strong support of the National Association of Minority and Women Owned Law Firms (NAMWOLF) Inclusion Initiative in 2013. The Inclusion Initiative is a collaborative effort of 27 forward-looking companies committed to an immediate and measurable increase in the retention of minority- and woman-owned law firms by Corporate America. The participating companies committed to spend nearly **\$160 million** with diverse law firms in 2013 – a significant increase over the \$137 million commitment in 2012.

AT&T will continue to identify and engage with diverse law firms and build on 2013's strong performance next year and beyond.

Legal Department Diversity and Inclusion Committee

To ensure that our Legal team and outside counsel reflect AT&T's corporate value of supporting diversity, the Legal department has its own Diversity and Inclusion Committee. The committee is comprised of representatives from each Legal Officer's reporting organization, and is tasked with supporting and implementing the Legal department's diversity and inclusion programs and initiatives.

In 2013, the Committee continued its summer intern program, which is designed to develop a pipeline of new attorneys with diverse backgrounds who have the qualifications we look for in future hires and outside counsel. In addition, the Legal Department Diversity and Inclusion Committee continued to sponsor AT&T's Street Law program, which works with high school students to introduce them to the field of law and encourage diversity in legal careers. In 2013, a curriculum was developed and preparations were made for a program for students from Thurgood Marshall Academic High School in San Francisco slated to roll out in March 2014. The program will begin with a week of AT&T attorneys visiting a class at the high school to provide instruction and examples of contract, employment and sexual harassment law, and at the end of the week, the students will visit AT&T's offices in San Francisco where they will spend a day with AT&T attorneys participating in a series of legal workshops and learning about AT&T's business in person.

Other External Legal Activities

AT&T California pays third-party administrators to manage its workers compensation claims, including outside counsel that handle legal matters relating to workers compensation claims. In 2013, AT&T California paid certified diverse businesses over **\$579,208** for legal work associated with workers compensation claims. In addition, women and minority paralegals at majority firms billed AT&T California over \$115,000, in 2013, and women and minority paralegals at majority firms billed AT&T Mobility more than \$83,000. The charts at the end of this section show the amounts billed to AT&T California and AT&T Mobility by women and minority attorneys at majority firms in 2013.

AT&T Legal also supported Supplier Diversity through sponsorship and committing attorney resources and/or scholarship dollars to the following diverse organizations:

- Asian Business Association Center for Racial and Ethnic Diversity
- Bar Association of San Francisco
- Charles Houston Bar Association
- Corporate Counsel Women of Color
- National Asian Pacific American Bar Association
- National Association of Women Lawyers
- National LGBT Bar Association
- Street Law Program
- Constitutional Rights Foundation
- Asian Business Association Judicial Intern Opportunity Program
- Asian American Bar Association
- National Bar Association
- Cristo Rey
- Minority Corporate Counsel Association
- National Hispanic Bar Association

2013 CA PUC for AT&T Mobility by Role		
Attorney Time Billed In 2013		
Gender	Minority Classification	Fees
Minority Men	Asian Pacific American	\$105,487
	Black American	\$34,778
	Choose Not to Respond	\$10,540
	Hispanic	\$11,328
	Hispanic American	\$199
	Total Minority Men	\$162,332
2013 CA PUC for California by Role		
Attorney Time Billed In 2013		
Gender	Minority Classification	Fees
Minority Women	Asian Pacific American	\$1,112
	Black American	\$74,141
	Total Minority Women	\$75,253
	Total Minority	\$237,585
	Non Minority Women	\$658,760
	Service Disabled Veterans	\$0
	Total Minority, Non-Minority Women & Disabled Veterans	\$896,345

2013 CA PUC for California by Role		
Attorney Time Billed In 2013		
Gender	Minority Classification	Fees
Minority Men	Asian Pacific	\$13,805
	Asian Pacific American	\$499,918
	Black American	\$76,559
	Chose Not to Respond	\$114,922
	Hispanic	\$517,690
	Hispanic American	\$28,514
	Multi-Ethnic	\$83,575
	Other	\$1,580
		Total Minority Men
2013 CA PUC for California by Role		
Attorney Time Billed In 2013		
Gender	Minority Classification	Fees
Minority Women	Choose Not to Respond	\$19
	Hispanic American	\$72,466
	No	\$1,816
	Total Minority Women	\$74,301
	Total Minority	\$1,410,863
	Non Minority Women	\$1,126,044
	Service Disabled Veterans	\$0
	Total Minority, Non-Minority Women & Disabled Veterans	\$2,536,907

Advertising

AT&T continued to identify opportunities for California-based diverse suppliers in the area of consumer and business advertising and these efforts are paying off. By the end of 2013, total diversity advertising spend increased **\$56.2 million** year-over-year, a **25.3%** increase over 2012. Successes included the following:

- A diverse production company was given the opportunity to produce an AT&T commercial with one of our top Hispanic agencies
- AT&T contracted with a diverse agency as Agency of Record to provide creative services and media purchasing for an AT&T subsidiary
- Two diverse public relations companies were given contracts for an AT&T subsidiary
- One of AT&T's preferred Meeting Management Primes outsourced over \$4 million in new spend to a diverse supplier in 2013
- A diverse destination management company was given the opportunity to participate in an RFP for AT&T's preferred Meeting Management vendor list
- AT&T spent **21.8%** more with diverse media companies in 2013 over 2012
- A diverse supplier that was granted a new contract late in 2012 continued to get additional work throughout 2013 with AT&T Mobility
- AT&T realized over \$400k in additional spending with California-based suppliers in 2013



"Our company earned a large Transport RFP with ATT that resulted in a 40% increase in geographic footprint. An ISO/TL9000 certified, WBENC company, we compete successfully on price and quality in the commercial and government space. Our refined strategic plan, discipline to execute and professionals on staff, helps us to continue to evolve and meet the emerging technology needs of our customers. In 2014 we anticipate a 20% increase in revenue from our core business and strategic initiatives and will continue to create job creation in California."

Barbara Wichmann, CEO – Artemia
Women's Business Enterprise

The Advertising liaison for Supplier Diversity worked closely with the internal channels and Prime Suppliers to increase spending with diverse advertising agencies. Advertising and Marketing Prime Suppliers have been very supportive of working with diverse suppliers for Tier-Two contract opportunities referred by AT&T. Also the AT&T subject matter expert meets regularly with liaisons to insure diversity remains a priority for internal and external teams.

AT&T hosted an Advertising Summit in Dallas, Texas in January 2013, which included representatives from 22 Prime Suppliers and seven leaders from the Global Marketing team. Developed and led by the Advertising liaison with the Supplier Diversity team and Vice President of Consumer Insights and Diversity, the summit referred **135** prospective diverse suppliers to primes for potential subcontracting opportunities. Breakout sessions were held to collaborate on diversity best practices within the agencies and to develop solutions to any challenges faced by the agencies. Nearly **95% of attendees** reported that the lessons learned from the summit would assist them with future business opportunities.

In addition, our Advertising and Marketing organizations and Primes continued to work with Global Supplier Diversity on a number of matchmaking events. One of AT&T's agencies of record hosted their own Small Business Summit in December 2013 along with two diverse agencies. These events provided a platform for diverse companies to not only network, but also showcase their capabilities to key decision makers from the agencies.

Finance – General

In 2013, AT&T achieved an important milestone in the Finance area by surpassing its corporate diversity goal of **21.5%** for the first time, with a result of 21.8%, representing a **17% improvement year-over-year** and a substantial improvement from under 8% just four years ago. This strong performance is the result of focused efforts to increase spending with diverse financial firms during the past few years.

Early in the year, the AT&T Finance CFO and senior vice presidents reviewed a proposed plan to ensure annual Supplier Diversity goals were met. Additionally, the Global Supplier Diversity team attended the 2013 AT&T Collections, Sourcing and Recovery Management 1st and 3rd Party Conference in Dallas on March 26-28. This conference was attended by over 150 individuals representing the majority of AT&T's Credit and Collections suppliers and contracted spend. The conference agenda included a workshop and brainstorming session designed to advance Supplier Diversity results among Prime Suppliers in Finance.

Key achievements in Finance included:

- Increased diverse subcontracting opportunities by almost **30%**
- Higher spending through both existing and new diverse suppliers, with a **10% increase** in direct spend with diverse suppliers over 2012
- Continued utilization of diverse suppliers in debt underwriting and share repurchase areas of the business. Since 2004, AT&T has paid over **\$24 million** in underwriting fees to diverse co-managers. The total underwriting fees paid to diverse businesses in 2013 were **\$2.4million**, or 5.4% of total underwriting fees.
- In February 2013, AT&T raised **\$1 billion** in three-year fixed rate notes and **\$1.25 billion** in three-year floating rate notes, with three diverse businesses utilized as co-managers. Total underwriting fees were \$3.9 million, with a total of **\$0.4 million** going to diverse businesses.
- In May 2013, AT&T raised £1.0B (\$1.56 million equivalent) with a 30-year GBP note. In this effort, **four diverse businesses** were utilized as co-managers, with \$0.9 million of the total underwriting fees of **\$8.6 million** going to these diverse business enterprises. Each diverse supplier involved earned approximately **\$0.2 million**
- In November 2013, AT&T executed a **\$5.0 billion tender**, utilizing two diverse suppliers as co-managers. Total fees were \$6.1 million, with a total of **\$0.3million** going to the diverse suppliers, each earning **\$0.15 million**
- In November 2013, AT&T raised **\$1.6 billion** in five-year fixed rate notes and **\$0.4 billion** in five-year floating rate notes. The Finance team utilized five diverse suppliers as co-managers in this effort. The total underwriting fees were **\$5.4 million**, with a total of **\$0.9 million** going to the diverse businesses, each earning between **\$0.13 - \$0.18 million**
- With respect to Pension and Trust funds, AT&T has continued expanding emerging manager participation, including active mandates with leading investment firms led by prominent minority and women managers in the area

Finance – Accounting and Auditing

AT&T continued to create opportunities to advance Supplier Diversity in Accounting and Auditing and has seen progress in this area, up slightly from 2012. In 2014, we plan to expand Tier-Two efforts, including a proposal to contract preeminent minority certified firms in the area of advisory and tax services.

AT&T's financial coding considerably limits the activity that we can effectively report under the SIC 8721 definition, as it reflects almost entirely the work performed by our prime public auditor. Consequently, most accounting and auditing work performed within the different AT&T business units is captured under our Supplier Diversity results for the broad Professional Services category.

Consulting

AT&T's Global Supplier Diversity team recognizes that Consulting has historically been an underutilized area, and is working diligently to better integrate this area into the pool of diverse suppliers in the supply chain. In 2013, part of this effort included securing two of our premiere Prime Suppliers to attend the CPUC Consulting Event held in San Francisco during 2013. The event included three panel sessions and matchmaking by the Primes.

Highlights of the information shared with the primes during the Consulting Event included:

- The importance for diverse businesses to proactively build relationships and reach out to primes in order to build their Tier-One and Tier-Two contracting opportunities
- Finding strong advocates within an organization can make the already complicated Tier-Two work go more smoothly for diverse businesses
- Working with micro-consulting firms – with revenues of less than \$1 million per year – can be accomplished, and a mandate requiring the subcontracting to micro-consulting firms would push primes to more readily give contracts to these diverse suppliers

9.1.9 Justification of Excluded Areas

Justification of Excluded Areas—All AT&T Reporting Companies

A SUMMARY OF PURCHASES AND/OR CONTRACTS FOR PRODUCTS AND SERVICES IN EXCLUDED CATEGORIES

DESCRIPTION OF EXCLUSIONS	(000'S)
EXCLUSION #1	0
EXCLUSION #2	0
EXCLUSION #3	0
EXCLUSION #4	0
EXCLUSION #5	0
EXCLUSION #6	0
EXCLUSION #7	0
EXCLUSION #8	0
EXCLUSION #9	0
EXCLUSION #10	0
EXCLUSION #11	0
EXCLUSION #12	0
EXCLUSION #13	0
EXCLUSION #14	0
EXCLUSION #15	0
TOTAL EXCLUSIONS	0

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

9.1.10 Summary of Purchases

The Women Business Enterprise, Minority Business Enterprise, and Disabled-veteran Business Enterprise summary of purchases in the product and service categories of fuel procurement are included in the tables on pages 34, 36, 38, 40; refer to SIC code 55.

2014 Annual Plan

10.1.1 Short, Mid, Long-Term Goals – All AT&T Reporting Companies

MWDVBE Annual Short, Mid, and Long-Term Goals by SIC Category

Product/Service Descriptions (See Product Detail by SIC Category)	Short-Term 2014						Mid-Term 2016						Long-Term 2019					
	Minority		Minority Business Enterprise	Women Business Enterprise	Minority & Women Business Enterprise	Disabled Veteran Business Enterprise	Minority		Minority Business Enterprise	Women Business Enterprise	Minority & Women Business Enterprise	Disabled Veteran Business Enterprise	Minority		Minority Business Enterprise	Women Business Enterprise	Minority & Women Business Enterprise	Disabled Veteran Business Enterprise
	Men	Women	MBE	WBE	M/WBE	DVBE	Men	Women	MBE	WBE	M/WBE	DVBE	Men	Women	MBE	WBE	M/WBE	DVBE
SIC 15: Building Construction General Contractors And Operative Builders	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
SIC 17: Construction Special Trade Contractors	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
SIC 35: Industrial And Commercial Machinery And Computer Equipment	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
SIC 36: Electronic & Other Electrical Equipment/Components, Except Computer Equip.	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
SIC 47: Transportation Services	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
SIC 50: Wholesale Trade-durable Goods	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
SIC 51: Wholesale Trade-non-durable Goods	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
SIC 55: Automotive Dealers And Gasoline Service Stations	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
SIC 73: Business Services	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
SIC 81: Legal Services	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
SIC 87: Engineering, Accounting, Research, Management & Related Services	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
Grand Total	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%

10.1.2 AT&T Supplier Diversity Activities Planned for 2014

With a growing demand for high-speed IP broadband, mobility, application and cloud services, AT&T is in process of investing **\$14 billion** to enhance AT&T's broadband networks – both wireless and wire-line. This will be a massive endeavor to transform the technology of our networks and infrastructure and we look forward to working closely with diverse suppliers to bring this to fruition.

New and emerging growth areas will offer opportunities for diverse suppliers that can demonstrate their capabilities, innovation, and performance. Technology has created new ecosystems of diverse suppliers- they are Generation X and Y businesses owners that communicate and work differently to compete in today's business environment. AT&T Global Supplier Diversity will continue to transform into a strategic sourcing organization by utilizing technology in our outreach to new diverse, industry-specific groups that possess the talent, skills, and solutions which supports AT&T's wireless and wire-line network vision.

AT&T Global Supplier Diversity Goals:

- Position diverse suppliers for optimal opportunities in Mobility and other growth areas
- Expand diverse enterprise contracts in both traditional operations and underperforming units
- Meet 1.5% national diverse veteran business enterprise goal
- Continue to increase Prime Supplier participation and results
- Support over-dependent diverse businesses through a free educational program
- Utilize state-of-the-art tools and technologies in strategic outreach events
 - AT&T Telepresence Solutions
 - Hack-a-Thons
 - Diverse developer conferences
 - Virtual matchmaking platform

AT&T's results reflect our corporate commitment to grow diverse business enterprises' and through successful integration into the AT&T Supply Chain. We continue to provide minority, women, and disabled-veteran businesses with opportunities to create new jobs in both traditional and emerging fields, and with that fuel the California economy for growth in the years to come.

10.1.3 Supplier Recruitment in Specific Areas

AT&T will continue efforts to grow spending with diverse suppliers in specific areas, such as Legal, Finance, Consulting and Advertising, as well as seek diverse suppliers in other growth areas. The AT&T Supplier Diversity team has aligned with managers in key business units to identify new opportunities and strategies to include diverse suppliers in rapidly growing areas at AT&T. The group also has encouraged managers to review upcoming contract opportunities so that more diverse suppliers to participate in the RFP process for these contract opportunities.

The Global Supplier Diversity team will continue its focus on the Prime Supplier Program in 2014, working with major Prime Suppliers to identify Tier-Two opportunities for diverse subcontractors. In addition, a dedicated Supplier Diversity team member will focus primarily on the professional services areas, with specific efforts planned in the government sector. Our team will continue assisting diverse suppliers with opportunities to increase company capabilities through education, business introductions and resources that support their success. For additional information regarding our efforts in these areas, see 9.1.8 and 10.1.5.

10.1.4 Supplier Recruitment in Excluded Areas

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

10.1.5 Subcontracting Plans

2014 Primes Supplier Program

AT&T's Prime Suppliers and our Prime Supplier Program are key components in over two decades of continued growth in our diversity initiatives. Our Prime Suppliers and the many opportunities they offer for sub-contracting exponentially increase the utilization of minority, women and disabled-veteran owned businesses in the supply chain. Activities such as matchmaking and assigning dedicated AT&T sourcing managers will continue to help Prime Suppliers identify qualified diverse suppliers for subcontracting projects in the coming year. In addition, AT&T Global Supplier Diversity will increase our virtual matchmaking sessions in 2014 to more efficiently drive increased sub-contracting engagements with Prime Suppliers. We also will continue to recognize those suppliers that prove they are dedicated to the success of this program with our Crystal Awards. AT&T is proud to have developed a robust program to connect our Prime Suppliers with diverse suppliers and organizations in California and around the nation.

New Initiatives

The Global Supplier Diversity team will launch new initiatives in 2014 that will aid in identifying diverse business opportunities, including expanding our IT Performance Opportunity Development or "POD" program. PODs, a term coined by the Supplier Diversity team to identify particular opportunities within various channels at AT&T. The significance of a POD is that leadership, in a particular line of business, has placed an emphasis on identifying specific opportunities for diversity suppliers. While the creation of PODs is still a new concept, the Supplier Diversity team is seeing the use of the PODs lead to progress in increasing diversity contracts.

Finance will also be an area of focus for 2014, with the Global Supplier Diversity team seeking to build on last year's success by bringing a larger number of diverse financial suppliers to do business with us.

In addition, we will be targeting and increasing outreach to diverse suppliers in the government sector.

Relationship Building Initiatives

AT&T Global Supplier Diversity also has intently focused on assisting diverse firms with business introductions, education and coaching to facilitate their ability to bid for and win Tier-One or Tier-Two contracts.

Our successful National Operation Hand Salute program will resume in 2014, and the Global Supplier Diversity team will again strive to identify service-disabled businesses around the country to participate. Additionally, we will carry on our efforts in educating suppliers on refining their business plans and processes in order to position them for future success and growth.

Outreach Events and Opportunities

Supplier Diversity managers will participate in outreach events that align most closely to AT&T's goals for growth in 2014, focusing on the events and opportunities that bring the highest potential for meeting new diverse business enterprises for potential contract opportunities and inclusion in the AT&T supply chain.

10.1.6 Plans for Complying with Diverse Business Enterprise Program Guidelines

AT&T will continue efforts to meet or exceed requirements established by

General Order 156 by:

- Consistently identifying diverse businesses that meet the current demands of AT&T's Supply Chain and Fleet Operations
- Executing a well-structured Prime Supplier program that encourages the use of diverse businesses, delivering an annual plan, recognizing primes that aggressively work towards meeting our diversity goals, and assisting under-performing primes to increase their diverse subcontracting results
- Working together with the California Joint Utilities Forum to gain collective understanding and clarity of Supplier Diversity concerns. Share AT&T lessons learned and best practices to the group to improve Supplier Diversity results in California
- Bolstering Global Supplier Diversity development initiatives with capacity building training, educational opportunities, and technical assistance
- Constantly educating AT&T employees on supply chain goals and objectives and our corporate commitment and procedures to bring awareness and understanding on how to assist diverse companies in gaining access to AT&T
- Discovering potential new suppliers from the Office of Small Business and DVBE Certification CPUC Clearinghouse databases as well as other recognized Supplier Diversity databases

AT&T Global Supplier Diversity—Resources and Links

SUPPLIER DIVERSITY

[HTTP://WWW.ATTSUPPLIERS.COM/SD](http://www.attsuppliers.com/sd)

SUPPLIER PORTAL

[HTTP://WWW.ATTSUPPLIERS.CO](http://www.attsuppliers.co)

SUPPLIER PROGRAM

[HTTP://WWW.ATTSUPPLIERS.COM/SD/PROGRAMS.ASPX?S=OHS](http://www.attsuppliers.com/sd/programs.aspx?s=OHS)

THE FOUNDRY

[HTTP://DEVELOPER.ATT.COM/DEVELOPER/FORWARD.JSP?PASSEDTITEMID=5300164](http://developer.att.com/developer/forward.jsp?passeditemid=5300164)

EMERGING DEVICES

[HTTP://WWW.ATT.COM/EDO/INDEX.JSP?LOGIN=ERROR&_REQUESTID=95832](http://www.att.com/edo/index.jsp?login=error&_requestid=95832)



AT&T Supplier Diversity Leadership Team

Tim Harden, AT&T President of Supply Chain & Fleet Operations



Janet Murrah, AT&T Assistant Vice President of Supplier Diversity



Attachment A

Memberships and Board of Director Positions

In 2013, AT&T continued its relationship with major Supplier Diversity organizations, ethnic chambers of commerce, community development organizations and others that served M/WBE-DVBE development efforts. AT&T makes contributions to these organizations in the form of donations, sponsorships and employee resources to help these organizations committed to promoting Supplier Diversity. Some examples include:

- Black Business Association Los Angeles
- Asian Business Association of Los Angeles
- ASTRA
- American Indian Chamber of Commerce
- California Alliance – DVBE
- California Black Chamber of Commerce
- California Chamber of Commerce
- California Manufacturers and Technology Association
- California Utilities Diversity Council
- Central California Hispanic Chamber of Commerce
- Chico Chamber of Commerce
- Compton Chamber of Commerce
- East Bay Economic Development Alliance
- Elite SDVOB Network - DVBE
- Fresno Area Hispanic Chamber of Commerce
- Fresno Metro Black Chamber of Commerce
- Greater Los Angeles African American Chamber of Commerce
- Greater Riverside Hispanic Chamber of Commerce
- Hispanic Chamber of Commerce of Marin
- International Multimedia Teleconferencing Consortium (IMTC), Inc.
- Kern County Hispanic Chamber
- Latin Business Association

- Latino Business Association
- National Minority Supplier Development Council
- Northern California Minority Business Development Council (NCMSDC)
- Oakland Metropolitan Chamber of Commerce
- Orange County Hispanic Chamber of Commerce
- Sacramento Asian Pacific Chamber of Commerce
- Sacramento Black Chamber of Commerce
- Sacramento Hispanic Chamber of Commerce
- San Diego County Hispanic Chamber of Commerce
- San Diego East County Chamber of Commerce
- San Joaquin County Hispanic Chamber of Commerce
- SF Chamber
- Slavic-American Chamber of Commerce
- Small Business Roundtable Membership
- South County Economic Development Council
- Tulare Kings Hispanic Chamber of Commerce Asian Business Association
- Tulare County Economic Development Corp.
- US Pan Asian American Chamber of Commerce
- Women's Business Enterprise National Council
- WBEC – West
- Women's Initiative for Self Employment

Attachment B

2013 Revenue and Tracking Tables for AT&T California:

2013	Data on Number of Vendors - AT&T California							
	Revenue Reported to CHS				Utility-Specific 2013 Summary			
# MWDVBEs	DVBE	MBE	WBE	Grand Total	DVBE	MBE	WBE	Grand Total
1 Under \$1 Million	8	24	26	58	1	95	92	188
2 Under \$5 Million		27	23	50	3	24	18	45
3 Under \$10 Million		13	24	37	0	6	6	12
4 Above \$10 Million		72	49	121	4	11	6	21
Grand Total	8	136	122	266	8	136	122	266
2013	Revenue and Payment Data (\$M) - AT&T California							
	Revenue Reported to CHS				Utility-Specific 2013 Summary			
MWDVBE \$M	DVBE	MBE	WBE	Grand Total	DVBE	MBE	WBE	Grand Total
1 Under \$1 Million	\$0.00	\$5.54	\$6.92	\$12.46	\$0.03	\$20.14	\$12.49	\$32.66
2 Under \$5 Million	\$0.00	\$68.66	\$57.44	\$126.10	\$5.73	\$70.93	\$33.92	\$110.58
3 Under \$10 Million	\$0.00	\$88.55	\$174.58	\$263.13	\$0.00	\$47.46	\$41.20	\$88.66
4 Above \$10 Million	\$0.00	\$28,728.58	\$33,420.16	\$62,148.74	\$137.53	\$613.30	\$223.75	\$974.58
Grand Total	\$0.00	\$28,891.33	\$33,659.10	\$62,550.44	\$143.29	\$751.83	\$311.36	\$1,206.48

2013 Revenue and Tracking Tables for AT&T Corporate:

2013	Data on Number of Vendors - AT&T Corp.							
	Revenue Reported to CHS				Utility-Specific 2013 Summary			
# MWDVBES	DVBE	MBE	WBE	Grand Total	DVBE	MBE	WBE	Grand Total
1 Under \$1 Million	8	20	25	53	8	108	102	218
2 Under \$5 Million		26	21	47		7	10	17
3 Under \$10 Million		9	20	29		4	1	5
4 Above \$10 Million		66	47	113		2		2
Grand Total	8	121	113	242	8	121	113	242
2013	Revenue and Payment Data (\$M) - AT&T Corp.							
	Revenue Reported to CHS				Utility-Specific 2013 Summary			
MWDVBE \$M	DVBE	MBE	WBE	Grand Total	DVBE	MBE	WBE	Grand Total
1 Under \$1 Million	\$0.00	\$3.96	\$6.59	\$10.55	\$0.92	\$12.07	\$7.27	\$20.27
2 Under \$5 Million	\$0.00	\$68.67	\$56.03	\$124.70	\$0.00	\$13.96	\$18.65	\$32.61
3 Under \$10 Million	\$0.00	\$63.30	\$153.65	\$216.95	\$0.00	\$27.07	\$8.49	\$35.55
4 Above \$10 Million	\$0.00	\$26,145.25	\$31,866.78	\$58,012.03	\$0.00	\$62.94	\$0.00	\$62.94
Grand Total	\$0.00	\$26,281.18	\$32,083.04	\$58,364.22	\$0.92	\$116.03	\$34.41	\$151.37

2013 Revenue and Tracking Tables for AT&T Mobility:

2013	Data on Number of Vendors - AT&T Mobility							
	Revenue Reported to CHS				Utility-Specific 2013 Summary			
# MWDVBES	DVBE	MBE	WBE	Grand Total	DVBE	MBE	WBE	Grand Total
1 Under \$1 Million	8	25	28	61	8	108	111	227
2 Under \$5 Million	0	27	22	49	0	15	10	25
3 Under \$10 Million	0	13	19	32	0	4	0	4
4 Above \$10 Million	0	67	53	120	0	5	1	6
Grand Total	8	132	122	262	8	132	122	262
2013	Revenue and Payment Data - AT&T Mobility							
	Revenue Reported to CHS				Utility-Specific 2013 Summary			
MWDVBE \$M	DVBE	MBE	WBE	Grand Total	DVBE	MBE	WBE	Grand Total
1 Under \$1 Million	\$0.00	\$6.53	\$6.81	\$13.34	\$0.33	\$11.04	\$8.75	\$20.11
2 Under \$5 Million	\$0.00	\$69.56	\$55.70	\$125.27	\$0.00	\$31.63	\$19.18	\$50.81
3 Under \$10 Million	\$0.00	\$91.70	\$138.70	\$230.40	\$0.00	\$29.40	\$0.00	\$29.40
4 Above \$10 Million	\$0.00	\$28,491.23	\$33,120.34	\$61,611.58	\$0.00	\$754.40	\$144.84	\$899.23
Grand Total	\$0.00	\$28,659.03	\$33,321.56	\$61,980.59	\$0.33	\$826.47	\$172.76	\$999.56

2013 Revenue and Tracking Tables for AT&T LD:

2013	Data on Number of Vendors							
	Revenue Reported to CHS				Utility-Specific 2013 Summary			
	# MWDVBES	DVBE	MBE	WBE	Grand Total	DVBE	MBE	WBE
1 Under \$1 Million	8	106	98	212	8	103	103	214
2 Under \$5 Million		2	4	6		7	1	8
3 Under \$10 Million		2	2	4				
4 Above \$10 Million								
Grand Total	8	110	104	222	8	110	104	222

2013	Revenue and Payment Data							
	Revenue Reported to CHS				Utility-Specific 2013 Summary			
	MWDVBE \$M	DVBE	MBE	WBE	Grand Total	DVBE	MBE	WBE
1 Under \$1 Million	\$0.00	\$9,334.01	\$4,645.24	\$13,979.25	\$0.30	\$5.07	\$5.22	\$10.59
2 Under \$5 Million	\$0.00	\$2,034.04	\$11,956.10	\$13,990.14	\$0.00	\$13.03	\$1.26	\$14.29
3 Under \$10 Million	\$0.00	\$14,800.00	\$15,128.46	\$29,928.46	\$0.00	\$0.00	\$0.00	\$0.00
4 Above \$10 Million	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Grand Total	\$0.00	\$26,168.05	\$31,729.80	\$57,897.85	\$0.30	\$18.10	\$6.48	\$24.88

2013 Revenue and Tracking Tables for AT&T Teleport Communications America, LLC (TCA)

2013	Data on Number of Vendors - AT&T Teleport Communications America, LLC ("TCA").							
	Revenue Reported to CHS				Utility-Specific 2013 Summary			
# MWDVBES	DVBE	MBE	WBE	Grand Total	DVBE	MBE	WBE	Grand Total
1 Under \$1 Million			1	1		6	7	13
2 Under \$5 Million			2	2				
3 Under \$10 Million			2	2				
4 Above \$10 Million		6	2	8				
Grand Total		6	7	13		6	7	13

2013	Revenue and Payment Data - AT&T Teleport Communications America, LLC ("TCA").							
	Revenue Reported to CHS				Utility-Specific 2013 Summary			
MWDVBE \$M	DVBE	MBE	WBE	Grand Total	DVBE	MBE	WBE	Grand Total
1 Under \$1 Million	\$0.00	\$0.00	\$0.28	\$0.28	\$0.00	\$0.74	\$0.41	\$1.15
2 Under \$5 Million	\$0.00	\$0.00	\$8.57	\$8.57	\$0.00	\$0.00	\$0.00	\$0.00
3 Under \$10 Million	\$0.00	\$0.00	\$18.08	\$18.08	\$0.00	\$0.00	\$0.00	\$0.00
4 Above \$10 Million	\$0.00	\$1,760.41	\$298.77	\$2,059.17	\$0.00	\$0.00	\$0.00	\$0.00
Grand Total	\$0.00	\$1,760.41	\$325.69	\$2,086.10	\$0.00	\$0.74	\$0.41	\$1.15