



*AT&T Global Supplier Diversity
2015 Annual Report
2016 Annual Plan*

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Letter from Ken McNeely, President of California -



We share in the vision of making diversity both a priority and a reality among California companies. AT&T is proud of our track record – one of the nation’s best in any industry – when it comes to diversity in hiring, promoting and supplier procurement.

AT&T began its supplier diversity program in 1968. Since that time diversity has become ingrained in the company’s values and culture, and we continue to support diverse suppliers through investments in education and mentorship.

We are committed to promoting, increasing and improving the overall participation of minority, women, LGBT and service disabled veteran-owned businesses in our sourcing of materials and services. AT&T will continue to innovate to ensure we meet the needs of our diversity suppliers and AT&T’s supply chain.

I am pleased to report that in 2015 our supplier diversity results for the AT&T reporting companies overall exceeded our corporate and GO156 goal of 21.5%. We spent more than \$1.59 billion – 27.53% our total state purchases with diverse suppliers in California. These are investments which directly support new jobs and opportunities in our state’s innovation economy.

Mobile, Internet Protocol and broadband connectivity is enabling Internet of Things solutions which are helping create a better, more sustainable world – from connected cars and homes to smarter, more resilient energy grids to tools that help cities manage traffic to reduce air pollution. We’re proud to deliver infrastructure, solutions and technology to move these solutions forward.

As the marketplace continues to evolve we are committed to embracing the technologies of the future and to use them to promote diversity in our business. As in the past, our company will continue to work with diverse suppliers to bring the best in class communications technologies to our customers in California.

A handwritten signature in black ink that reads "Ken McNeely". The signature is written in a cursive, flowing style.

AT&T

2015 Annual Report

Overview

Per California Public Utilities Commission (“CPUC”) General Order 156, AT&T submits its Annual Report and Plan of the Supplier Diversity Programs activities for AT&T California (U 1001 C), AT&T Long Distance (U 5800 C), AT&T Corporation (U 6346 C) and AT&T Mobility (U 3021C) (herein referred to as “AT&T”). This report articulates program activities and results that AT&T attained between January 1, 2015 through December 31, 2015, and The Annual Plan outlines AT&T’s Global Supplier Diversity Program intentions for 2016 and Supplier Diversity numerical purchasing goals.

Introduction and Summary of Diversity Spend

AT&T’s Supplier Diversity efforts in 2015 led to a total diversity spend of 27.53% of overall supplier spend¹.

AT&T 2015 Results			
AT&T	2015 Total Spend \$	2015 Supplier Diversity Spend	2015 Diversity %
AT&T California	\$2.1 Billion	\$1.005 Billion	48.56%
AT&T Mobility	\$3.02 Billion	\$379 Million	12.53%
AT&T Communications of California	\$647 Million	\$186 Million	28.84%
AT&T Long Distance	\$38 Million	\$19 Million	51.50%
AT&T Teleport Communications America	\$4.4 Million	\$1.7 Million	37.67%
Totals	\$5.784 Billion	\$1.592 Billion	27.53%

9.1.1 Description of Supplier Diversity Program Activities²

In collaboration with advocacy organizations, certification agencies, corporate forums and policy makers, AT&T continued to engage certified diverse companies by providing access to leadership, proprietary events

¹AT&T Mobility’s spend decline is attributed to the exclusion of one diverse supplier whose CPUC certification status is pending, as well as an overall reduced spend with suppliers during 2015.

² Section numbering in this Report is in reference to the numbered requirements for the Report, as stated in GO 156, Section 9.

and professional support. In 2015, AT&T accomplishments were achieved by the various methods described below.

Internal Supplier Diversity Program Activities

AT&T's Supplier Diversity Team

The AT&T Supplier Diversity Team consists of four sub-teams dedicated to Channel Management, Supplier Management, Prime Supplier Managers and Stakeholder Management.

Diversity Supplier Managers (DSM): The AT&T Supplier Diversity DSMs are responsible for working with current diverse suppliers to ensure that they maintain optimum exposure for new opportunities and to work closely with the internal sourcing teams on RFP opportunities and projects in their commodity area. Currently the team manages 134 California businesses which provide goods and services to AT&T. DSMs also ensure that our existing suppliers are provided opportunities to participate in training, and mentoring, and increase visibility with internal stakeholders.

Diversity Channel Managers (CM): AT&T Supplier Diversity CMs work with assigned AT&T Business Units to provide guidance and strategies to achieve AT&T Corporate Supplier Diversity goals. Our corporate goal is to achieve 21.5% diverse business expenditures with each of our business units. CMs are focused on developing strategies in the areas of Consulting, Finance, Marketing/Advertising, Programming, HR, Legal, Corporate Strategies, and External Affairs.

Prime Supplier Managers (PSM): The Prime Supplier Managers are responsible for managing all contracts for prime suppliers and working with contract managers and primes to implement solid plans to increase diverse subcontracting spend and identify opportunities for diverse suppliers. They create strategic plans to grow diverse supplier supply chain utilization with our primes and act as the AT&T liaison for positioning prospective diverse suppliers. The team conducts supplier diversity training for primes and contract managers as well as perform data analysis, audits, monthly performance reporting, prime supplier communications and manage matchmaking sessions.

Diversity Stakeholder Managers (SM): Stakeholder Managers are responsible for strategic communications, outreach, maintaining relationships with advocacy organizations such as Astra, WBEC-West, Northern/Southern CA Minority Councils, LGBT Groups and Disabled Veterans Organizations, as well as connecting prospective suppliers to contract opportunities. Lisa Castillo, is AT&T's California Program Director and she is supported by staff of AT&T Supplier Diversity Ambassadors. As subject matter expert during CPUC outreach events and other public venues, Ms. Castillo communicates AT&T priorities, key initiatives and contract opportunity areas and helps ensure diverse suppliers can successfully navigate our prospective supplier in-take process and conduct face-to-face outreach events.

The AT&T Supplier Diversity team works throughout the year to promote AT&T's Supplier Diversity goals. These efforts include:

- Managers dedicated to executives throughout the organization
- Monitoring of Supplier Diversity Metrics
- On-going communications to promote our 21.5% spend goal

Supplier Diversity is part of AT&T's business metrics, and progress towards our corporate goal is tracked quarterly. High visibility encourages and incents AT&T managers and leaders at all levels to maintain continuous focus toward the attainment of our corporate Supplier Diversity goal of 21.5%. Other strategies to support goal attainment were:

- Bi-annual newsletter delivered to communicate the importance of diversity inclusion to strategic sourcing managers
- On-going sourcing meetings spearheaded by Supplier Diversity Channel Managers

After launching this internal engagement plan over the last several years, AT&T has seen positive results, including improvement in many of the underutilization categories such as *Finance, Legal, and Marketing/Advertising*. By year's end the diversity channel managers identified over **\$73 million** in new opportunities – substantial increase in California diverse spend realized in Corporate Real Estate (7%), Finance (13%), and Outside Plant (6%).

The Spark Award

The Supplier Diversity Team recognizes Supply Chain employees that go above and beyond to support and embrace our diversity mission. This year AT&T Supplier Diversity presented six Spark Awards to employees that demonstrated such effort towards our mission and outreach program. These employees exemplified strong diversity supplier advocacy through volunteerism by attending and managing after hour Supplier Diversity events.

Supplier Diversity Outstanding Performance Award

In 2015, the Supplier Diversity Team recognized 25 AT&T executives for their dedication and engagement with diverse suppliers. The Supplier Diversity Performance Award helps AT&T reinforce our commitment and honors the officers whose business units exceeded the corporate goal of 21.5% utilization of diversity suppliers.

External Supplier Diversity Program Activities

Technical Assistance Tier 1 through Tier 3 Activities

In 2015, the Supplier Diversity Team maintained presence in the community by sponsoring programs with targeted certification councils, DVBE advocacy groups, forums and internal events. AT&T Supplier Diversity understands that visibility is important to communicate opportunities, share diversity best practices, and identify new prospective suppliers. In California, AT&T invested over **\$1 million** in technical assistance and building capacity (TACB) scholarships, outreach programs, workshops, mentoring and training programs for

diverse suppliers. Additionally, there were seven California entrepreneurs selected for our educational opportunities.

The team supported 40+ national minority, women, service-disabled veteran and LGBT organizations and attended 156 U.S. diversity events with more than 30% in California. Specific examples of AT&T's 2015 external Supplier Diversity activities impacting California businesses are noted below.

National Minority Supplier Development Council (NMSDC) Conference

In October 2015, the NMSDC held their national conference and business opportunity exchange at the San Diego Convention Center. AT&T Supplier Diversity was a major corporate sponsor of this premier forum that connects minority businesses and corporations. There were over 6,000 attendees during the four day event. AT&T had seven representatives at the event who worked the AT&T booth. Over the course of the four day conference the team met with over 300 suppliers (many from California), held 30 one-on-one supplier meetings and identified more than 30 diversity companies for potential future contract opportunities.

AT&T was nominated for the prestigious NMSDC National Corporation of the Year award. AT&T was recognized as the first runner-up and recognized for its dedication to improving overall participation of Asian, Black, Hispanic and Native American suppliers.

LGBT Focus

In June 2015 D.15-06-007 amended CPUC General Order 156 to include Lesbian, Gay, Bisexual and/or Transgender (LGBT) Business Enterprises. The AT&T Supplier Diversity team quickly embraced the new inclusion and identified appropriate California business venues to connect within the LGBT business community. To further our TACB initiatives, a specific LGBT plan was executed and within the year AT&T:

- Reviewed the entire NGLCC database to identify potential certified LGBTBEs for sourcing opportunities
- Launched a "targeted" email campaign to NGLCC certified suppliers to connect with AT&T Supplier Diversity
- Secured a top tier sponsorship at the "Golden Gate Business Association's " Business Expo in San Francisco, California
- Updated our supplier database to capture LGBT businesses for future sourcing opportunities
- Updated our online reporting portal for AT&T Prime Suppliers to report LGBT spend
- Updated the database of certification agencies to include the National Gay and Lesbian Chamber of Commerce (NGLCC)
- Interviewed over 100 prospective LGBT suppliers, 20% of which were Californians
- Supported NGLCC's business development initiatives through involvement in the NGLCC Corporate Advisory Council and NGLCC Procurement Council

- Attended NGLCC National Conference and participated in NGLCC Business Matchmakers



Ken McNeely, AT&T California President with GGBA President J.P. Leddy

Astra Best Practices Group

AT&T believes in sharing corporate best practices with our peers and diversity organizations. For many years we have participated in numerous forums, like the Billion Dollar Roundtable, to discuss new ideas to increase our diversity spend. In the first quarter last year the women’s business council President of Astra launched a new “Best Practices” group in the San Francisco Bay Area, which AT&T promptly joined.

The Best Practices group meets quarterly to share ideas of how to invigorate, change and proliferate corporate opportunities to diverse businesses and assist with TACB initiatives. Discussions covered included:

- AT&T executive engagement demonstrating commitment to supplier diversity
- Sourcing and Procurement Practices– what works
- Elements that are in a thriving prime supplier program
- Current support tools that assist monitoring/measuring results

There are approximately 20 Supplier Diversity practitioners in the Best Practices group, including regulated and non-regulated organizations.

Meet the Primes Matchmaking

In 2015, AT&T hosted a matchmaking event in Dallas in conjunction with the AT&T Suppliers Conference. 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 119 meetings with 12 primes and 50 diverse suppliers, 15 of which were from California. There were also 65 follow-up meetings scheduled.

AT&T Supplier Diversity also engaged a disabled veteran owned supplier to develop an end to end Virtual Matchmaking on Demand (VMOD) tool to enable Prime Suppliers to be matched with diversity suppliers for subcontracting opportunities. All virtual and face to face matchmakers conducted by AT&T will utilize this tool to register current and prospective diversity suppliers, and based on their capabilities, they will be matched with AT&T Prime Suppliers for meetings or subcontracting opportunities.

Alternate Integrated Market Solutions Group Vendor Summit

The 2015 AT&T Business Alternate Integrated Market Solutions Group Vendor Summit, consisting of the Valued Client Telemarketing Group (VCTG), Virtual Sales Channel (VSC), and Corporate Business Solutions (CBS), was held in February in Anaheim, California. During the three-day event, AT&T leadership, along with sixteen vendors, discussed business planning and AT&T's strategic vision, including Supplier Diversity.

Over 60 professionals that included principles from many vendors in the VCTG, VSC & CBS organizations, along with diversity organizations, assembled to share best practices and gain a better understanding of the market across the nation. Vendor operations reviews were also conducted to insure vendor compliance with AT&T's priorities and processes. Strategies and ideas shared in the summit, in its fifth year, have assisted in driving this organization's stellar Supplier Diversity results to over 60% total purchasing dollars available.

Outreach Events – Development Opportunities

AT&T event sponsorships allow the Supplier Diversity Team opportunities to inform businesses of its programs. At these venues, the Team covers a wide range of topics offering insight and direction to small businesses for the development and/or redevelopment of their business goals and strategies. These events include.

- “Future Trends of Cyber Security” – ASTRA – *AT&T Data Expert*
- “Corporation Chief Procurement Officers Forum” – USPACC – *AT&T VP Global Business and Operations*
- “Moving from a Transactional Supplier to Strategic” – WBEC West – *AT&T Associate Director Supplier Diversity*
- “Marketing Mayhem” *secrets to become more effective* – WBEC West – *AT&T Associate Director Supplier Diversity*

Supplier Diversity Outreach Ambassadors

Another key element to AT&T Supplier Diversity's program is its Supplier Diversity Outreach Ambassador (SDOA) program. This is best represented in California where over 60% of the events executed during 2015 were supported by SDOAs. Last year, AT&T enlisted 171 active ambassadors in California.

SDOAs are trained to understand key AT&T initiatives, goals and results and represent AT&T Supplier Diversity at various events throughout the country. Our ambassadors become mentors to diverse businesses, helping them navigate through the procurement process and identifying key contacts within the company.

Mentoring

Starting in 2011, AT&T has sponsored Operation Hand Salute (OHS), a JFK University mentoring program specifically designed to assist disabled veteran suppliers retool their entrepreneurial skills and grow their business. AT&T is proud to announce the graduation of 12 service-disabled veteran-owned businesses from a mentorship program executed by the John F. Kennedy Institute of Entrepreneurial Leadership (JFK), six of which were from California.

The 2015 educational and mentorship program was designed to help service-disabled veteran-owned enterprises improve their business operations and their ability to succeed in the competitive corporate environment.

The 2015 JFK program included weekly webinars and AT&T Telepresence meetings that facilitated service-disabled veteran business owners to:

- Analyze corporate plans and financials
- Create a business strategy
- Refine a business plan and offering
- Structure management styles and marketing strategies

An AT&T survey taken by 2013/2014 past participants revealed that 94% altered their business strategies & tactics and 67% have re-branded and/or changed their marketing plan since participating in the JFK program.

Since 2011, 87 diverse business owners have graduated from the JFK mentorship program.

Scholarships

In 2015, AT&T continued to offer executive level scholarships at premier universities across the nation to diverse suppliers as part of our commitment to provide educational support. Six scholarships were awarded nationally to diverse owned business representatives to attend an executive training class, one of which was a California owned business. Students learned the latest techniques in operational excellence through lectures and expert coaching on the following topics:

- Building capacity and sustainability for the future;
- Adjustment of operations;
- Improving company effectiveness;
- Creating a strong business in a rapidly changing environment; and
- Communicating company vision and inspiring the team

Prime Supplier Program

The Prime Supplier Program is a critical component to our success in Supplier Diversity. Over the past couple of decades, our Prime Suppliers continue to demonstrate their support by setting targets to increase diverse supplier opportunities for AT&T projects. AT&T's dedicated Prime Supplier Diversity Managers collaborate with our Tier-1 vendors to create detailed Supplier Diversity business plans, assist in setting realistic goals for diverse supplier utilization and encourage incorporation of technology tools to better measure diversity results. The Prime Supplier Diversity Managers are also responsible for creating monthly reports, monitoring annual compliance results and producing process improvements to the program.

AT&T's efforts have resulted in \$492 million in California diversity sub-contracts in 2015. Additional Supplier Program achievements for 2015 were:

- AT&T's National Tier-2 contracts awarded were **\$2.4 billion in 2015** – remained an industry leader.
- National service-disabled-veteran business enterprise subcontracting spend increased from \$204 million in 2014 to \$221 million in 2015 - an **8% increase**.

In 2015, the Prime Supplier Program accomplishments included:

- Prime Supplier training
- Two training sessions for AT&T Contract Managers to ensure agreements contained diversity subcontracting utilization language
- **48** Prime Suppliers received The AT&T Supplier Diversity "Crystal Award" for **exceeding 21.5%** diversity inclusion

Prime Supplier Newsletter

"The Prime" is the bi-annual Supplier Diversity newsletter that distributes informative data regarding AT&T's Supplier Diversity Program and AT&T's prime suppliers. The subscription was emailed to approximately **350** AT&T contract managers and over **100** top AT&T prime suppliers. "The Prime" newsletter included updates regarding significant achievements such as "Supplier Diversity Performance Award", new appointments, and best practices such as how to purchase parts and how to hire diverse firms. Feedback from AT&T's primes is extremely positive.

Awards & Recognition

In 2015, AT&T Supplier Diversity was recognized by multiple organizations, including:

- Done Deals Award – Astra Women's Business Council (CA)
- Recognition of Impact Award – WBEC West (CA)
- Top Corporation Award – Women's Business Enterprise National Council (National)
- Regional Corporation of the Year – Northwest Minority Supplier Development Council

- Top 35 Companies for Supplier Diversity – Black Enterprise Magazine (National)
- Top 10 Companies for LGBT Employees – 2015 DiversityInc (National)
- AT&T is #1 Supplier Diversity – DiversityInc. (National)
- AT&T Company of the Year for Supplier Diversity – Diversity MBA (National)

9.1.2 Summary of Diverse Supplier Purchases

2015 - AT&T California Results by Ethnicity

AT&T California 2015 Results by Ethnicity & Gender					
		Direct	Sub	Total \$	Total %
Minority Men	Asian Pacific American	\$85,995,825	\$36,436,967	\$122,432,792	5.91%
	African American	\$28,983,695	\$76,557,218	\$105,540,913	5.10%
	Hispanic American	\$74,255,804	\$126,760,735	\$201,016,539	9.71%
	Native American	\$2,056,674	\$9,865,251	\$11,921,925	0.58%
	Multi-Ethnic American	\$275,580	\$6,630,732	\$6,906,312	0.33%
	Total Minority Men	\$191,567,578	\$256,250,903	\$447,818,481	21.63%
Minority Women	Asian Pacific American	\$14,629,220	\$5,521,053	\$20,150,273	0.97%
	African American	\$186,753	\$2,007,992	\$2,194,745	0.11%
	Hispanic American	\$87,732,024	\$13,610,536	\$101,342,560	4.89%
	Native American	\$34,705	\$163,451	\$198,156	0.01%
	Multi-Ethnic American	\$575,005	\$70,825	\$645,830	0.03%
	Total Minority Women	\$103,157,707	\$21,373,857	\$124,531,564	6.01%
Total Minority Business Enterprise--MBE		\$294,725,285	\$277,624,760	\$572,350,045	27.64%
Women Business Enterprise--WBE		\$179,879,007	\$167,623,042	\$347,502,049	16.78%
Subtotal MBE & WBE		\$474,604,292	\$445,247,802	\$919,852,094	44.42%
Disabled Veteran Business Enterprise-DVBE		\$38,753,810	\$46,582,310	\$85,336,120	4.12%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBT)		\$0	\$68,944	\$68,944	0.003%
Other*		\$446,800	\$0	\$446,800	0.02%
Total MBE, WBE, DVBE, LGTB, Other		\$513,804,902	\$491,899,056	\$1,005,703,958	48.56%
Total Product/Service Procurement				\$2,071,021,235	
<i>*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVBE</i>					

AT&T California Diverse Supplier Spend

Number of Diverse Suppliers

	DVBE	MBE	WBE	Total
Grand Totals	14	126	121	261

Payments to Diverse Suppliers (\$M)

	DVBE	MBE	WBE	Total
Grand Totals	\$85.34	\$572.35	\$347.50	\$1,005.19

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 Purchases by SIC Code

AT&T California Product/Service Descriptions by SIC																						
SIC		ASIAN-PACIFIC		BLACK		HISPANIC		NATIVE AMERICAN		MULTI-ETHNIC		TOTAL MEN	TOTAL WOMEN	TOTAL MBE	TOTAL WBE	SUBTOTAL M/WBE	TOTAL DVBE	TOTAL LGBT	TOTAL W/M/DVBE/LGBT	TOTAL OTHER*	2015 TOTAL REPORTABLE	TOTAL COMPANY PURCHASES
		MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	TRAIL	LGBT	MEN/WOMEN		
15	General Contractors Services	\$ 3,318,045	\$366,702	\$3,913,985	\$339,457	\$16,875,824	\$17,987,024	\$324,789	\$27,213	\$205,339	\$35,551	\$24,637,983	\$18,755,948	\$43,393,931	\$26,320,517	\$69,714,448	\$15,929,940	\$0	\$85,644,388	\$14,503	\$85,658,891	\$168,552,925
	%	1.97%	0.22%	2.32%	0.20%	10.01%	10.67%	0.19%	0.02%	0.12%	0.02%	14.62%	11.13%	25.74%	15.62%	41.36%	0.00%	50.81%	0.01%	50.82%	100.00%	
17	Special Construction	\$1,871,679	\$222,441	\$1,291,234	\$58,490	\$13,144,841	\$2,768,656	\$817,645	\$57,184	\$507,627	\$513,216	\$17,633,025	\$3,619,987	\$21,253,012	\$49,057,433	\$70,310,445	\$1,167,660	\$263	\$71,478,368	\$0	\$71,478,368	\$244,564,155
	%	0.77%	0.09%	0.53%	0.02%	5.37%	1.13%	0.33%	0.02%	0.21%	0.21%	7.21%	1.48%	8.69%	20.06%	28.75%	0.00%	29.23%	0.00%	29.23%	100.00%	
35	Industrial Machinery Computer Equip.	\$26,052,689	\$11,741,978	\$38,366,469	\$14,203	\$7,328,187	\$8,629,721	\$69,488	\$0	\$453,281	\$0	\$72,270,113	\$20,385,901	\$92,656,014	\$37,393,037	\$130,049,051	\$3,806,830	\$19,403	\$133,875,284	\$220,751	\$134,096,035	\$546,669,095
	%	4.77%	2.15%	7.02%	0.00%	1.34%	1.58%	0.01%	0.00%	0.08%	0.00%	13.22%	3.73%	16.95%	6.84%	23.79%	0.00%	24.49%	0.04%	24.53%	100.00%	
36	Electronic Equip. & Components	\$43,850,480	\$990,796	\$24,444,327	\$404,668	\$114,249,111	\$45,940,173	\$9,369,462	\$104,143	\$4,353,246	\$58,640	\$196,266,626	\$47,498,421	\$243,765,047	\$156,000,301	\$399,765,248	\$53,751,445	\$26,615	\$453,543,410	\$15,807	\$453,559,219	\$585,896,393
	%	7.48%	0.17%	4.17%	0.07%	19.50%	7.80%	1.60%	0.02%	0.74%	0.01%	23.50%	8.11%	41.61%	26.63%	68.23%	9.17%	0.00%	77.41%	0.00%	77.41%	100.00%
47	Transportation Svcs	\$16,285	\$6,270	\$607,736	\$0	\$1,032,486	\$60,242	\$59,115	\$0	\$12,101	\$0	\$1,727,722	\$66,512	\$1,794,234	\$25,518,687	\$27,312,921	\$494,059	\$1,565	\$27,808,545	\$0	\$27,808,545	\$42,754,586
	%	0.04%	0.01%	1.42%	0.00%	2.41%	0.14%	0.14%	0.00%	0.03%	0.00%	4.04%	0.16%	4.20%	59.69%	63.88%	1.16%	0.00%	65.04%	0.00%	65.04%	100.00%
50	Wholesale Trade Durable Goods	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$7,543	\$7,543	\$0	\$7,543	\$0	\$7,543	\$343,158	
	%	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%	2.20%	2.20%	0.00%	2.20%	0.00%	2.20%	100.00%	
51	Wholesale Trade Non-durable Goods	\$0	\$0	\$120,677	\$0	\$13,180	\$25,022	\$0	\$0	\$0	\$0	\$133,857	\$25,022	\$384,879	\$134,570	\$519,450	\$1,494	\$0	\$520,943	\$0	\$520,943	\$2,592,071
	%	0.00%	0.00%	4.66%	0.00%	0.51%	0.68%	0.00%	0.00%	0.00%	0.16%	0.68%	14.85%	5.19%	20.04%	0.06%	0.00%	20.10%	0.00%	20.10%	100.00%	
55	Automotive Dealers Gasoline Service Stations	\$14,746	\$408	\$12,563	\$0	\$17,046,852	\$19,709,568	\$6,664	\$0	\$0	\$0	\$17,080,825	\$19,709,576	\$36,790,801	\$1,952,222	\$38,743,022	\$9,238,893	\$0	\$47,981,915	\$0	\$47,981,915	\$52,907,141
	%	0.03%	0.00%	0.02%	0.00%	32.22%	37.25%	0.01%	0.00%	0.00%	0.00%	32.28%	37.25%	69.54%	3.69%	73.23%	17.46%	0.00%	90.69%	0.00%	90.69%	100.00%
73	Business Services	\$47,077,707	\$6,821,678	\$36,337,752	\$1,335,312	\$30,856,858	\$5,996,154	\$1,274,763	\$9,615	\$1,374,719	\$38,423	\$116,921,799	\$14,201,183	\$131,122,981	\$50,793,667	\$181,916,648	\$926,019	\$21,097	\$182,863,765	\$195,737	\$183,059,502	\$392,610,252
	%	11.99%	1.74%	9.26%	0.34%	7.86%	1.53%	0.32%	0.00%	0.35%	0.01%	29.78%	3.62%	33.40%	12.94%	46.34%	0.24%	0.01%	46.58%	0.05%	46.63%	100.00%
81	Legal	\$231,161	\$0	\$445,671	\$42,615	\$469,201	\$0	\$0	\$0	\$0	\$0	\$1,146,033	\$42,615	\$1,188,648	\$323,983	\$1,512,631	\$4,860	\$0	\$1,512,631	\$0	\$1,512,631	\$31,145,232
	%	0.74%	0.00%	1.43%	0.14%	1.51%	0.00%	0.00%	0.00%	0.00%	0.00%	3.68%	0.14%	3.82%	1.04%	4.86%	0.00%	0.00%	4.86%	0.00%	4.86%	100.00%
87	Eng./Acct./Research Management & Related Svcs	\$0	\$0	\$499	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$499	\$0	\$499	\$89	\$588	\$0	\$0	\$588	\$0	\$588	\$2,992,227
	%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.02%	0.00%	0.02%	0.00%	0.00%	0.02%	0.00%	0.02%	100.00%
GROSS PRODUCTS/SERVICES		\$ 122,432,792	\$20,150,273	\$105,540,913	\$2,194,745	\$201,016,539	\$101,342,560	\$11,921,925	\$198,156	\$6,906,312	\$645,830	\$447,818,482	\$124,531,565	\$572,350,047	\$347,502,049	\$919,852,096	\$85,336,120	\$68,944	\$1,005,257,160	\$446,800	\$1,005,703,960	\$2,071,021,235
PROCUREMENT		5.91%	0.97%	5.10%	0.11%	9.71%	4.89%	0.58%	0.01%	0.33%	0.03%	21.62%	6.01%	27.64%	16.78%	44.42%	4.12%	0.00%	48.54%	0.02%	48.56%	100.00%

*FIRMS CLASSIFIED AS (B) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-W/M/DVBE

2015 – AT&T Long Distance Results by Ethnicity

AT&T Long Distance 2015 Results by Ethnicity & Gender						
		Direct	Sub	Total \$	Total %	
Minority Men	Asian Pacific American	\$ 314,964	\$ 1,060,433	\$ 1,375,397	3.65%	
	African American	\$ 314,964	\$ 2,228,062	\$ 2,543,026	6.75%	
	Hispanic American	\$ 685,826	\$ 3,689,147	\$ 4,374,973	11.60%	
	Native American	\$ 2,155	\$ 287,111	\$ 289,266	0.77%	
	Multi-Ethnic American	\$ 1,220	\$ 192,976	\$ 194,196	0.52%	
	Total Minority Men	\$ 1,319,129	\$ 7,457,729	\$ 8,776,858	23.28%	
Minority Women	Asian Pacific American	\$ 361,629	\$ 160,680	\$ 522,310	1.39%	
	African American	\$ 1,588	\$ 58,439	\$ 60,027	0.16%	
	Hispanic American	\$ 1,540,310	\$ 396,111	\$ 1,936,421	5.14%	
	Native American	\$ 314	\$ 4,757	\$ 5,070	0.01%	
	Multi-Ethnic American	\$ 1,903,841	\$ 2,061	\$ 2,061	0.01%	
	Total Minority Women	\$ 1,903,841	\$ 622,048	\$ 2,525,889	6.70%	
Total Minority Business Enterprise--MBE		\$ 3,222,970	\$ 8,079,777	\$ 11,302,747	29.98%	
Women Business Enterprise--WBE		\$ 1,630,834	\$ 4,878,372	\$ 6,509,206	17.26%	
Subtotal MBE & WBE		\$ 4,853,805	\$ 12,958,150	\$ 17,811,954	47.24%	
Disabled Veteran Business Enterprise-		\$ 235,289	\$ 1,355,696	\$ 1,590,985	4.22%	
Lesbian, Gay, Bisexual, Transgender Busine		\$ -	\$ 2,006	\$ 2,006	0.005%	
Other*		\$ 10,876	\$ -	\$ 10,876	0.030%	
Total MBE, WBE, DVBE, LGBTE, Other		\$ 5,099,970	\$ 14,315,852	\$ 19,415,821	51.50%	
Total Product/Service Procurement				\$ 37,702,065		
<i>*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVBE</i>						

AT&T Long Distance Diverse Supplier Spend

Number of Diverse Suppliers

	DVBE	MBE	WBE	Total
Grand Totals	12	100	97	209

Payments to Diverse Suppliers (\$M)

	DVBE	MBE	WBE	Total
Grand Totals	\$1.59	\$11.30	\$6.51	\$19.40

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 Purchases by SIC Code

AT&T Long Distance Product/Service Descriptions by SIC

SIC	AT&T Long Distance Product/Service Descriptions by SIC																				2015 TOTAL REPORTABLE PURCHASES	2015 TOTAL COMPANY PURCHASES	
	ASIAN-PACIFIC		BLACK		HISPANIC		NATIVE AMERICAN		MULTI-ETHNIC		TOTAL MEN	TOTAL WOMEN	TOTAL MBE	TOTAL WBE	SUBTOTAL MWBE	TOTAL DVBE	TOTAL LGBT	TOTAL W/W/D/V/E/L/G/B/T	TOTAL OTHER*				
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MBE	WBE	MBE	WBE	MBE	DVBE	LGBT	W/W/D/V/E/L/G/B/T					
15	General Contractors	\$	\$71,775	\$8,831	\$104,388	\$9,879	\$129,420	\$17,947	\$9,423	\$446	\$1,899	\$1,035	\$316,915	\$38,138	\$355,052	\$676,051	\$1,031,103	\$46,136	\$0	\$1,077,239	\$415	\$1,077,654	\$1,591,330
	Services	%	0.19%	0.02%	6.56%	0.62%	8.13%	1.13%	0.59%	0.03%	0.12%	0.07%	19.92%	2.40%	22.31%	42.48%	64.80%	2.90%	0.00%	67.09%	0.03%	67.72%	100.00%
17	Special Construction	\$	\$23,123	\$5,498	\$34,219	\$1,702	\$99,901	\$36,551	\$23,796	\$1,664	\$12,104	\$4	\$184,142	\$45,420	\$229,562	\$492,991	\$722,552	\$31,171	\$8	\$753,731	\$0	\$753,731	\$48,953
		%	40.12%	11.44%	71.21%	3.54%	189.17%	70.90%	49.52%	3.40%	25.19%	0.01%	383.21%	84.52%	477.73%	1025.94%	1583.90%	64.87%	0.02%	1508.95%	0.00%	1508.95%	100.00%
35	Industrial Machinery	\$	\$800,320	\$331,966	\$1,096,603	\$96	\$182,856	\$269,311	\$2,612	\$0	\$13,192	\$0	\$2,084,991	\$582,373	\$2,667,363	\$948,842	\$3,616,206	\$98,215	\$565	\$3,706,986	\$6,320	\$3,713,305	\$15,546,249
	Computer Equip.	%	5.15%	2.14%	6.99%	0.00%	1.18%	1.61%	0.01%	0.00%	0.08%	0.00%	13.41%	3.75%	17.16%	6.19%	23.26%	0.58%	0.00%	23.84%	0.04%	23.89%	100.00%
36	Electronic Equip. & Components	\$	\$233,111	\$26,577	\$271,957	\$11,777	\$2,720,862	\$910,266	\$215,022	\$2,685	\$126,694	\$0	\$3,566,745	\$951,305	\$4,518,050	\$2,296,645	\$6,814,695	\$1,174,778	\$775	\$7,990,247	\$452	\$7,990,700	\$6,919,694
		%	3.37%	0.38%	3.92%	0.17%	39.32%	13.15%	3.11%	0.04%	1.83%	0.00%	51.55%	13.75%	65.29%	33.19%	98.48%	16.98%	0.01%	115.47%	0.01%	115.48%	100.00%
47	Transportation Svcs	\$	\$2,456	\$176	\$17,343	\$0	\$25,258	\$1,741	\$1,720	\$0	\$352	\$0	\$47,130	\$1,916	\$49,046	\$757,300	\$806,345	\$14,359	\$46	\$820,750	\$0	\$820,750	\$751,112
		%	0.33%	0.02%	2.31%	0.00%	3.36%	0.23%	0.23%	0.00%	0.05%	0.00%	6.27%	0.26%	6.53%	100.82%	107.35%	1.91%	0.01%	109.27%	0.00%	109.27%	100.00%
50	Wholesale Trade	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$216	\$216	\$0	\$0	\$216	\$0	\$216	\$5,451
	Durable Goods	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.96%	3.96%	0.00%	0.00%	3.96%	0.00%	3.96%	100.00%
	Non-durable Goods	%	0.00%	0.00%	3.51%	0.00%	\$384	\$7,196	\$0	\$0	\$0	\$0	\$3,896	\$7,196	\$11,082	\$3,913	\$14,994	\$43	\$0	\$15,038	\$0	\$15,038	\$48,914
51	Automotive Dealers	\$	\$419	\$12	\$340	\$0	\$494,736	\$564,870	\$194	\$0	\$0	\$0	\$495,689	\$564,882	\$1,060,571	\$56,366	\$1,116,936	\$214,583	\$0	\$1,331,519	\$0	\$1,331,519	\$1,324,197
	Gasoline Service Stations	%	0.03%	0.00%	0.03%	0.00%	37.36%	42.66%	0.01%	0.00%	0.00%	0.00%	37.43%	42.66%	80.09%	4.26%	84.35%	16.20%	0.00%	100.55%	0.00%	100.55%	100.00%
73	Business Services	\$	\$231,428	\$149,250	\$1,012,797	\$36,573	\$717,124	\$147,549	\$37,099	\$276	\$39,955	\$1,022	\$2,038,404	\$334,670	\$2,373,074	\$1,267,783	\$3,640,857	\$19,697	\$614	\$3,661,168	\$3,689	\$3,664,857	\$10,477,064
		%	2.21%	1.42%	9.67%	0.35%	6.84%	1.41%	0.35%	0.00%	0.38%	0.01%	19.46%	3.19%	22.65%	12.10%	34.75%	0.19%	0.01%	34.94%	0.04%	34.98%	100.00%
81	Legal	\$	\$12,758	\$0	\$12,758	\$0	\$13,432	\$0	\$0	\$0	\$0	\$0	\$38,949	\$0	\$38,949	\$9,101	\$48,050	\$2	\$0	\$48,051	\$0	\$48,051	\$970,603
	Eng./Acct./Research	%	1.51%	0.00%	1.31%	0.00%	1.38%	0.00%	0.00%	0.00%	0.00%	0.00%	4.01%	0.00%	4.01%	0.94%	4.95%	0.00%	0.00%	4.95%	0.00%	4.95%	100.00%
87	Management & Related Svcs	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$19,487
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
	GROSS PRODUCTS SERVICES PROCUREMENT	\$	\$1,375,397	\$522,310	\$2,543,026	\$60,027	\$4,374,973	\$1,936,421	\$289,266	\$5,070	\$194,196	\$2,061	\$8,776,858	\$2,525,889	\$11,302,748	\$6,599,206	\$17,911,954	\$1,590,985	\$2,006	\$19,404,945	\$10,876	\$19,415,822	\$37,702,965
		%	3.65%	1.39%	6.75%	0.16%	11.60%	5.14%	0.77%	0.01%	0.52%	0.01%	23.28%	6.70%	29.98%	17.26%	47.24%	4.22%	0.00%	51.47%	0.03%	51.50%	100.00%

*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-HM/DVBE

2015 - AT&T Communications of CA Results by Ethnicity

AT&T Communications of California, Inc.					
2015 Results by Ethnicity & Gender					
		Direct	Sub	Total \$	Total %
Minority Men	Asian Pacific American	\$40,658,270	\$4,309,079	\$44,967,349	6.95%
	African American	\$30,781,813	\$9,053,748	\$39,835,561	6.16%
	Hispanic American	\$5,996,935	\$14,990,876	\$20,987,811	3.25%
	Native American	\$574,737	\$1,166,676	\$1,741,413	0.27%
	Multi-Ethnic American	\$0	\$784,158	\$784,158	12.00%
	Total Minority Men	\$78,011,755	\$30,304,537	\$108,316,292	16.75%
Minority Women	Asian Pacific American	\$4,715,835	\$652,926	\$5,368,761	0.83%
	African American	\$12,620	\$237,468	\$250,087	0.04%
	Hispanic American	\$15,070,243	\$1,609,598	\$16,679,841	2.58%
	Native American	\$6,180	\$19,330	\$25,510	0.00%
	Multi-Ethnic American	\$0	\$8,376	\$8,376	0.00%
	Total Minority Women	\$19,804,877	\$2,527,698	\$22,332,575	3.45%
Total Minority Business Enterprise--MBE		\$97,816,632	\$32,832,235	\$130,648,867	20.21%
Women Business Enterprise--WBE		\$27,801,465	\$19,823,301	\$47,624,767	7.37%
Subtotal MBE & WBE		\$125,618,097	\$52,655,536	\$178,273,634	27.57%
Disabled Veteran Business Enterprise--DVBE		\$1,875,729	\$5,508,880	\$7,384,609	1.14%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBT)		\$0	\$8,153	\$8,153	0.001%
Other*		\$788,313	\$0	\$788,313	0.12%
Total MBE, WBE, DVBE, LGTB, Other		\$128,282,139	\$58,172,569	\$186,454,709	28.84%
Total Product/Service Procurement				\$646,582,758	
<i>*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVBE</i>					

**AT&T Communications of California, Inc.
Diverse Supplier Spend**

Number of Diverse Suppliers

	DVBE	MBE	WBE	Total
Grand Totals	13	111	108	232

Payments to Diverse Suppliers (\$M)

	DVBE	MBE	WBE	Total
Grand Totals	\$7.38	\$130.65	\$47.62	\$185.65

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 Communications of CA Purchases by SIC Code

AT&T Communications of California, Inc Product/Service Descriptions by SIC

SIC		ASIAN-PACIFIC		BLACK		HISPANIC		NATIVE AMERICAN		MULTI-ETHNIC		TOTAL	TOTAL	TOTAL	TOTAL	SUBTOTAL	TOTAL	TOTAL	TOTAL	2015 TOTAL	TOTAL	
		MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MBE	WBE	MWBE	DVBE	LGBT	WMB/DVBE/LGBT	OTHER*	REPORTABLE	COMPANY PURCHASES
15	General Contractors Services	\$ 229,989	\$ 41,760	\$ 528,185	\$ 40,145	\$ 516,728	\$ 246,232	\$ 33,291	\$ 5,524	\$ 12,450	\$ 4,204	\$ 1,316,644	\$ 337,065	\$ 1,654,510	\$ 5,005,204	\$ 6,739,084	\$ 229,262	\$ 0	\$ 6,969,006	\$ 32,555	\$ 7,001,561	\$ 32,116,515
	%	0.69%	0.13%	1.64%	0.12%	1.61%	0.77%	0.12%	0.02%	0.04%	0.01%	4.10%	1.05%	5.15%	15.83%	20.99%	0.71%	0.00%	21.70%	0.10%	21.00%	100.00%
17	Special Construction	\$ 136,060	\$ 341,511	\$ 159,481	\$ 6,917	\$ 620,081	\$ 154,695	\$ 96,696	\$ 6,763	\$ 49,155	\$ 17	\$ 1,061,583	\$ 599,982	\$ 1,571,465	\$ 3,506,618	\$ 5,078,023	\$ 126,663	\$ 31	\$ 5,204,717	\$ 333,437	\$ 5,538,155	\$ 37,912,034
	%	0.36%	0.90%	0.42%	0.02%	1.64%	0.41%	0.26%	0.02%	0.13%	0.00%	2.80%	1.34%	4.14%	9.25%	13.39%	0.33%	0.00%	13.73%	0.88%	14.61%	100.00%
35	Industrial Machinery Computer Equip.	\$ 2,778,967	\$ 3,863,113	\$ 5,465,385	\$ 389	\$ 1,050,853	\$ 1,017,488	\$ 11,178	\$ 0	\$ 53,686	\$ 0	\$ 9,299,289	\$ 4,100,990	\$ 13,400,199	\$ 6,977,143	\$ 20,377,342	\$ 371,655	\$ 22,95	\$ 20,751,291	\$ 256,446	\$ 21,007,737	\$ 159,952,429
	%	1.74%	1.93%	3.38%	0.00%	0.66%	0.64%	0.01%	0.00%	0.33%	0.00%	5.81%	2.56%	8.38%	4.36%	12.74%	0.23%	0.00%	12.97%	0.16%	13.13%	100.00%
36	Electronic Equip. & Components	\$ 34,762,055	\$ 831,828	\$ 29,005,838	\$ 47,856	\$ 13,566,956	\$ 7,424,296	\$ 1,418,900	\$ 12,079	\$ 514,820	\$ 0	\$ 79,267,769	\$ 6,315,259	\$ 87,083,028	\$ 21,574,661	\$ 109,177,689	\$ 4,796,134	\$ 3,148	\$ 113,976,971	\$ 135,894	\$ 114,112,865	\$ 288,699,061
	%	12.05%	0.29%	10.85%	0.02%	4.70%	2.57%	0.49%	0.00%	0.18%	0.00%	27.46%	2.88%	30.35%	7.47%	37.82%	1.66%	0.00%	39.48%	0.05%	39.53%	100.00%
47	Transportation Svcs	\$ 251,242	\$ 6,689	\$ 283,482	\$ 0	\$ 136,566	\$ 7,940	\$ 25,092	\$ 0	\$ 1,431	\$ 0	\$ 697,733	\$ 14,629	\$ 712,361	\$ 3,088,031	\$ 3,800,392	\$ 58,348	\$ 185	\$ 3,858,926	\$ 75	\$ 3,859,001	\$ 9,158,873
	%	2.75%	0.07%	3.16%	0.00%	1.49%	0.09%	0.27%	0.00%	0.02%	0.00%	7.62%	0.16%	7.78%	33.75%	41.53%	0.64%	0.00%	42.17%	0.00%	42.17%	100.00%
50	Wholesale Trade Durable Goods	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 1,715	\$ 1,715	\$ 0	\$ 0	\$ 1,715	\$ 0	\$ 1,715	\$ 119,419
	%	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%	1.44%	1.44%	0.00%	0.00%	1.44%	0.00%	1.44%	100.00%
51	Wholesale Trade Non-durable Goods	\$ 0	\$ 0	\$ 14,271	\$ 0	\$ 1,559	\$ 57,882	\$ 0	\$ 0	\$ 0	\$ 0	\$ 15,838	\$ 57,882	\$ 72,912	\$ 15,999	\$ 88,911	\$ 0	\$ 0	\$ 88,911	\$ 0	\$ 88,911	\$ 388,540
	%	0.00%	0.00%	3.67%	0.00%	0.04%	14.69%	0.00%	0.00%	0.00%	0.00%	4.87%	14.69%	4.89%	22.86%	0.00%	0.00%	22.86%	0.00%	22.86%	0.00%	100.00%
55	Automotive Dealers Gasoline Service Stations	\$ 1,783	\$ 893	\$ 1,388	\$ 0	\$ 2,942,898	\$ 4,483,215	\$ 740	\$ 0	\$ 0	\$ 0	\$ 2,046,061	\$ 4,483,387	\$ 6,529,388	\$ 230,000	\$ 6,759,388	\$ 1,760,654	\$ 0	\$ 8,467,362	\$ 0	\$ 8,467,362	\$ 10,595,191
	%	0.02%	0.00%	0.01%	0.00%	19.27%	42.31%	0.01%	0.00%	0.00%	0.00%	19.31%	42.31%	61.63%	2.17%	79.92%	16.12%	0.00%	79.92%	0.00%	79.92%	100.00%
73	Business Services	\$ 6,743,667	\$ 1,864,568	\$ 4,337,874	\$ 154,700	\$ 2,947,058	\$ 3,288,895	\$ 159,515	\$ 1,144	\$ 161,585	\$ 4,154	\$ 14,338,882	\$ 4,513,548	\$ 18,853,433	\$ 7,873,483	\$ 25,926,835	\$ 94,369	\$ 2,495	\$ 26,023,699	\$ 29,985	\$ 26,053,684	\$ 100,215,474
	%	6.73%	1.06%	4.33%	0.15%	2.94%	3.28%	0.15%	0.00%	0.16%	0.00%	14.31%	4.50%	18.81%	25.87%	0.69%	0.00%	25.97%	0.03%	26.00%	26.00%	100.00%
81	Legal	\$ 52,566	\$ 0	\$ 101,345	\$ 0	\$ 106,721	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 260,631	\$ 0	\$ 260,631	\$ 72,803	\$ 332,634	\$ 0	\$ 0	\$ 332,634	\$ 0	\$ 332,634	\$ 7,362,561
	%	0.71%	0.00%	1.38%	0.00%	1.45%	0.00%	0.00%	0.00%	0.00%	0.00%	3.54%	0.00%	3.54%	0.90%	4.52%	0.00%	0.00%	4.52%	0.00%	4.52%	100.00%
87	Eng./Acct./Research Management & Related Svcs	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 75,855
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
	GROSS PRODUCTS SERVICES PROCUREMENT	\$ 44,987,349	\$ 5,368,761	\$ 39,835,561	\$ 259,087	\$ 20,987,811	\$ 16,679,841	\$ 1,741,413	\$ 25,510	\$ 793,877	\$ 6,376	\$ 108,325,212	\$ 22,332,575	\$ 130,657,787	\$ 47,624,767	\$ 178,282,554	\$ 7,384,426	\$ 0	\$ 185,675,133	\$ 788,313	\$ 186,463,445	\$ 646,582,758
	%	6.95%	0.83%	6.16%	0.04%	3.25%	2.58%	0.27%	0.00%	0.12%	0.00%	16.75%	3.45%	20.21%	7.37%	27.57%	1.14%	0.01%	28.72%	0.12%	28.84%	100.00%

*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMB/DVBE

2015 - AT&T Mobility Results by Ethnicity ¹

AT&T Mobility 2015 Results by Ethnicity & Gender					
		Direct	Sub	Total \$	Total %
Minority Men	Asian Pacific American	\$38,987,155	\$3,571,406	\$42,558,561	1.41%
	African American	\$62,195,453	\$7,503,832	\$69,699,286	2.31%
	Hispanic American	\$56,753,681	\$12,424,580	\$69,178,261	2.29%
	Native American	\$71,298	\$966,952	\$1,038,250	0.03%
	Multi-Ethnic American	\$7,559,864	\$649,918	\$8,209,782	0.27%
	Total Minority Men	\$165,567,452	\$25,116,688	\$190,684,140	6.31%
Minority Women	Asian Pacific American	\$5,728,657	\$541,152	\$6,269,808	0.21%
	African American	\$1,171,905	\$196,815	\$1,368,721	0.05%
	Hispanic American	\$14,182,892	\$1,334,050	\$15,516,943	0.51%
	Native American	\$2,644	\$16,021	\$18,665	0.00%
	Multi-Ethnic American	\$0	\$6,942	\$6,942	0.00%
	Total Minority Women	\$21,086,099	\$2,094,980	\$23,181,079	0.77%
Total Minority Business Enterprise--MBE		\$186,653,550	\$27,211,668	\$213,865,219	7.08%
Women Business Enterprise--WBE		\$141,595,843	\$16,429,740	\$158,025,583	5.23%
Subtotal MBE & WBE		\$328,249,393	\$43,641,408	\$371,890,802	12.31%
Disabled Veteran Business Enterprise-DVBE		\$2,228,940	\$4,565,812	\$6,794,752	0.22%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBT)		\$0	\$6,758	\$6,758	0.00%
Other*		\$294,053	\$0	\$294,053	0.01%
Total MBE, WBE, DVBE, LGBT, Other		\$330,772,387	\$48,213,978	\$378,986,365	12.53%
Total Product/Service Procurement				\$3,023,787,836	

³

³ AT&T Mobility's spend decline is attributed to the exclusion of one diverse supplier whose CPUC certification status is pending, as well as an overall reduced spend with suppliers during 2015.

AT&T Mobility Diverse Supplier Spend

Number of Diverse Suppliers

	DVBE	MBE	WBE	Total
Grand Totals	14	122	124	260

Payments to Diverse Suppliers (\$M)

	DVBE	MBE	WBE	Total
Grand Totals	\$6.79	\$213.87	\$158.03	\$378.69

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

4

⁴ AT&T Mobility's spend decline is attributed to the exclusion of one diverse supplier whose CPUC certification status is pending, as well as an overall reduced spend with suppliers during 2015

AT&T Mobility by SIC Code

AT&T MOBILITY Product/Service Descriptions by SIC

SIC		ASIAN-PACIFIC		BLACK		HISPANIC		NATIVE AMERICAN		MULTI-ETHNIC		TOTAL MEN	TOTAL WOMEN	TOTAL MBE	TOTAL WBE	SUBTOTAL M/WBE	TOTAL DVBE	TOTAL LGBT	TOTAL W/MD/V/LGBT	TOTAL OTHER*	2015 TOTAL REPORTABLE	TOTAL COMPANY PURCHASES	
		MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MBE	WBE	MBE	WBE	M/WBE	DVBE	LGBT	W/MD/V/LGBT				
15	General Contractors Services	\$ 190,255	\$37,385	\$460,158	\$30,425	\$533,772	\$101,438	\$31,736	\$1,531	\$12,580	\$3,485	\$1,228,501	\$254,264	\$1,482,765	\$6,845,300	\$8,328,065	\$218,332	\$0	\$8,546,397	\$10,989	\$8,557,385	\$92,745,885	
	%	0.21%	0.04%	0.50%	0.03%	0.58%	0.20%	0.03%	0.00%	0.01%	0.00%	1.32%	0.27%	1.60%	7.38%	8.98%	0.24%	9.21%	0.01%	9.23%	100.00%		
17	Special Construction	\$ 450,069	\$22,774	\$123,803	\$99,036	\$23,514,864	\$170,179	\$80,142	\$5,805	\$40,795	\$14	\$24,209,643	\$297,608	\$24,507,252	\$4,080,252	\$28,587,504	\$104,980	\$26	\$28,692,509	\$0	\$28,692,509	\$209,807,341	
	%	0.21%	0.01%	0.06%	0.05%	11.21%	0.08%	0.04%	0.00%	0.02%	0.00%	11.54%	0.14%	11.68%	1.94%	13.63%	0.05%	0.00%	13.68%	0.00%	13.68%	100.00%	
35	Industrial Machinery Computer Equip.	\$ 2,444,433	\$2,545,884	\$4,726,170	\$323	\$1,637,364	\$843,014	\$9,935	\$0	\$44,429	\$0	\$8,862,331	\$3,389,220	\$12,251,551	\$5,910,678	\$18,162,229	\$311,155	\$1,902	\$18,475,287	\$70,550	\$18,545,836	\$175,188,383	
	%	1.40%	1.45%	2.70%	0.00%	0.93%	0.48%	0.01%	0.00%	0.03%	0.00%	5.06%	1.93%	6.99%	3.37%	10.37%	0.18%	0.00%	10.55%	0.04%	10.59%	100.00%	
36	Electronic Equip. & Components	\$ 16,255,693	\$186,621	\$58,848,625	\$145,412	\$39,446,379	\$7,716,850	\$784,770	\$10,570	\$5,125,757	\$0	\$120,461,225	\$8,059,453	\$128,520,678	\$124,589,663	\$253,110,340	\$4,145,000	\$2,609	\$257,257,949	\$181,395	\$257,439,344	\$1,914,307,119	
	%	0.85%	0.01%	3.07%	0.01%	2.06%	0.40%	0.04%	0.00%	0.27%	0.00%	6.29%	0.42%	6.71%	6.51%	13.22%	0.22%	6.20%	0.01%	13.44%	0.01%	13.45%	100.00%
47	Transportation Grvs	\$ 2,112	\$1,482	\$767,965	\$0	\$85,067	\$6,810	\$5,818	\$0	\$1,186	\$0	\$862,149	\$8,291	\$870,440	\$3,872,127	\$4,742,567	\$0	\$0	\$4,742,567	\$0	\$4,742,567	\$45,473,727	
	%	0.00%	0.00%	1.69%	0.00%	0.19%	0.01%	0.01%	0.00%	0.00%	0.00%	1.90%	0.02%	1.91%	8.52%	10.43%	0.00%	0.00%	10.43%	0.00%	10.43%	100.00%	
50	Wholesale Trade Durable Goods	\$ 0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,822	\$1,822	\$0	\$0	\$1,822	\$0	\$1,822	\$66,597	
	%	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%	2.74%	2.74%	0.00%	0.00%	2.74%	0.00%	2.74%	100.00%	
51	Wholesale Trade Non-durable Goods	\$ 0	\$1,144	\$11,828	\$0	\$1,292	\$60,627	\$0	\$0	\$0	\$0	\$13,120	\$61,770	\$74,891	\$13,452	\$88,342	\$0	\$0	\$88,342	\$0	\$88,342	\$1,629,127	
	%	0.00%	0.07%	0.73%	0.00%	0.08%	3.72%	0.00%	0.00%	0.00%	0.00%	0.81%	3.79%	4.60%	0.83%	5.42%	0.00%	0.00%	5.42%	0.00%	5.42%	100.00%	
55	Automotive Dealers Gasoline Service Stations	\$ 1,496	\$98	\$1,144	\$0	\$1,735,777	\$4,771,242	\$613	\$0	\$0	\$0	\$1,739,030	\$4,771,340	\$6,510,371	\$191,084	\$6,701,455	\$1,893,551	\$0	\$8,595,006	\$0	\$8,595,006	\$12,428,525	
	%	0.01%	0.00%	0.01%	0.00%	13.97%	38.39%	0.00%	0.00%	0.00%	0.00%	13.90%	38.39%	52.38%	1.54%	53.92%	15.24%	0.00%	69.16%	0.00%	69.16%	100.00%	
73	Business Services	\$ 23,158,673	\$3,474,421	\$4,651,954	\$1,093,525	\$2,110,425	\$1,766,783	\$125,235	\$959	\$2,985,065	\$3,443	\$33,031,351	\$6,339,131	\$39,370,483	\$12,444,788	\$51,815,270	\$73,222	\$2,068	\$51,890,560	\$31,120	\$51,921,680	\$561,109,356	
	%	4.13%	0.62%	0.83%	0.19%	0.38%	0.31%	0.02%	0.00%	0.53%	0.00%	5.89%	1.13%	7.02%	2.22%	9.23%	0.01%	9.25%	0.01%	9.25%	100.00%		
81	Legal	\$ 55,830	\$0	\$107,638	\$0	\$113,321	\$0	\$0	\$0	\$0	\$0	\$276,790	\$0	\$276,790	\$76,417	\$353,207	\$0	\$0	\$353,207	\$0	\$353,207	\$10,263,281	
	%	0.54%	0.00%	1.05%	0.00%	1.10%	0.00%	0.00%	0.00%	0.00%	0.00%	2.70%	0.00%	2.70%	0.74%	3.44%	0.00%	0.00%	3.44%	0.00%	3.44%	100.00%	
87	Eng./Acct./Research Management & Related Svcs	\$ 0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$768,493	
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	
	GROSS PRODUCTS	\$ 42,558,561	\$6,269,808	\$69,699,286	\$1,368,721	\$69,178,261	\$15,516,943	\$1,038,250	\$18,665	\$8,209,782	\$6,942	\$190,684,140	\$23,181,079	\$213,865,219	\$158,025,583	\$371,890,802	\$6,746,240	\$6,604	\$378,643,646	\$294,053	\$378,937,700	\$3,023,787,836	
	SERVICES PROCUREMENT	%	1.41%	0.21%	2.31%	0.05%	2.29%	0.51%	0.03%	0.00%	0.27%	0.00%	6.31%	0.77%	7.07%	5.23%	12.30%	0.22%	0.00%	12.52%	0.01%	12.53%	100.00%

*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-M/W/VBE

2015 - AT&T Teleport Communications America, (TCA) Results by Ethnicity

**AT&T Teleport Communications America, LLC (TCA)
2015 Results by Ethnicity & Gender**

		Direct	Sub	Total \$	Total %
Minority Men	Asian Pacific American	\$1,136,451	\$0	\$1,136,451	25.59%
	African American	\$0	\$0	\$0	0.00%
	Hispanic American	\$28,400	\$0	\$28,400	0.64%
	Native American	\$12,426	\$0	\$12,426	0.28%
	Multi-Ethnic American	\$7,983	\$0	\$7,983	0.18%
	Total Minority Men	\$1,185,260	\$0	\$1,185,260	26.69%
Minority Women	Asian Pacific American	\$0	\$0	\$0	0.00%
	African American	\$0	\$0	\$0	0.00%
	Hispanic American	\$0	\$0	\$0	0.00%
	Native American	\$0	\$0	\$0	0.00%
	Multi-Ethnic American	\$0	\$0	\$0	0.00%
	Total Minority Women	\$0	\$0	\$0	0.00%
Total Minority Business Enterprise--MBE		\$1,185,260	\$0	\$1,185,260	26.69%
Women Business Enterprise--WBE		\$467,565	\$0	\$467,565	10.53%
Subtotal MBE & WBE		\$1,652,825	\$0	\$1,652,825	37.21%
Disabled Veteran Business Enterprise-DVBE		\$20,220	\$0	\$20,220	0.4553%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBT)		\$0	\$0	\$0	0.00%
Other*		\$0	\$0	\$0	0.00%
Total MBE, WBE, DVBE, LGBT, Other		\$1,673,045	\$0	\$1,673,045	37.67%
Total Product/Service Procurement				\$4,441,515	

*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMDVBE

AT&T Teleport Communications America, LLC (TCA) Diverse Supplier Spend

Number of Diverse Suppliers

	DVBE	MBE	WBE	Total
Grand Totals	2	3	7	12

Payments to Diverse Suppliers (\$M)

	DVBE	MBE	WBE	Total
Grand Totals	\$0.02	\$1.19	\$0.47	\$1.67

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, (TCA) Purchases by SIC Code

AT&T Teleport Communications America Product/Service Descriptions by SIC																							
SIC		ASIAN-PACIFIC		BLACK		HISPANIC		NATIVE AMERICAN		MULTI-ETHNIC		TOTAL MEN	TOTAL WOMEN	TOTAL MBE	TOTAL WBE	SUBTOTAL M/WBE	TOTAL DVBE	TOTAL LGBT	TOTAL W/M/D/V/LGBT	TOTAL OTHER*	2015 TOTAL REPORTABLE	TOTAL COMPANY PURCHASES	
		MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MBE	WBE	MBE	WBE	M/WBE	DVBE	LGBT	W/M/D/V/LGBT	OTHER*			
15	General Contractors	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	61
	Services	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
17	Special Construction	\$	\$ 61,633	\$	\$	\$	\$ 28,400	\$	\$	\$	\$	\$ 90,033	\$	\$ 90,033	\$ 285,758	\$ 375,791	\$	\$	\$ 375,791	\$	\$	\$ 375,791	\$ 1,462,689
		%	4.21%	0.00%	0.00%	0.00%	1.94%	0.00%	0.00%	0.00%	0.00%	6.16%	0.00%	6.16%	19.54%	25.69%	0.00%	0.00%	25.69%	0.00%	0.00%	25.69%	100.00%
35	Industrial Machinery	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	Computer Equip.	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
36	Electronic Equip. & Components	\$	\$ 1,074,817	\$	\$	\$	\$	\$	\$ 10,536	\$	\$	\$ 1,085,353	\$	\$ 1,085,353	\$ 181,153	\$ 1,266,506	\$ 19,084	\$	\$ 1,285,590	\$	\$	\$ 1,285,590	\$ 2,881,793
		%	37.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.37%	0.00%	0.00%	37.66%	0.00%	37.66%	6.29%	43.95%	0.66%	0.00%	44.61%	0.00%	0.00%	44.61%	100.00%
47	Transportation Svcs	\$	\$	\$	\$	\$	\$	\$	\$ 1,890	\$	\$	\$ 1,890	\$	\$ 1,890	\$ 654	\$ 2,544	\$	\$	\$ 2,544	\$	\$	\$ 2,544	\$ 2,957
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	63.92%	0.00%	0.00%	63.92%	0.00%	63.92%	22.12%	86.03%	0.00%	0.00%	86.03%	0.00%	0.00%	86.03%	100.00%
50	Wholesale Trade	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	Durable Goods	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
51	Wholesale Trade	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
	Non-durable Goods	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
55	Automotive Dealers	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$ 1,502
	Gasoline Service Stations	%	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%	75.63%	0.00%	75.63%	0.00%	0.00%	75.63%	100.00%
73	Business Services	\$	\$ 1	\$	\$	\$	\$	\$	\$ 7,983	\$	\$ 7,984	\$ 7,984	\$	\$ 7,984	\$	\$ 7,984	\$	\$	\$ 7,984	\$	\$	\$ 7,984	\$ 92,513
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.63%	0.00%	8.63%	0.00%	8.63%	0.00%	8.63%	0.00%	0.00%	8.63%	0.00%	0.00%	8.63%	8.63%	100.00%
81	Legal	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
87	Eng./Acct./Research Management & Related Svcs	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
GROSS PRODUCTS		\$	\$ 1,136,451	\$	\$	\$	\$ 28,400	\$	\$ 12,426	\$	\$ 7,983	\$ 1,185,260	\$	\$ 1,185,260	\$ 467,565	\$ 1,652,825	\$ 20,220	\$	\$ 1,673,045	\$	\$	\$ 1,673,045	\$ 4,441,515
SERVICES PROCUREMENT		%	25.59%	0.00%	0.00%	0.00%	0.64%	0.00%	0.28%	0.00%	0.18%	0.00%	26.69%	0.00%	26.69%	10.53%	37.21%	0.46%	0.00%	37.67%	0.00%	37.67%	100.00%

*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-W/M/D/V/LGBT

9.1.3 Supplier Diversity Program Expenses

AT&T California Program Expenses	
Category	Amount
Wages	\$478,376
Other Employee Expenses	\$42,423
Program Expenses	\$21,336
Reporting Expenses	\$0
Training	\$1,072
Consultants*	\$322,777
Other	\$0
TOTAL	\$865,984
<i>*Includes \$134.7K CPUC Clearinghouse expenses and \$5.1K CA small business TACB expenses. The CPUC Clearinghouse expenses represent 16% of the total program expense.</i>	

AT&T Long Distance Program Expenses	
Category	Amount
Wages	\$4,071
Other Employee Expenses	\$361
Program Expenses	\$182
Reporting Expenses	\$0
Training	\$9
Consultants*	\$117,373
Other	\$0
TOTAL	\$121,996
<i>*Includes \$1.1K CPUC Clearinghouse expenses and \$0.04K CA small business TACB expenses. The CPUC Clearinghouse expenses represent 1% of the total program expense.</i>	

AT&T Communications of California Program Expenses

Category	Amount
Wages	\$162,851
Other Employee Expenses	\$14,442
Program Expenses	\$162,851
Reporting Expenses	\$0
Training	\$365
Consultants*	\$3,260
Other	\$0
TOTAL	\$343,770

**Includes \$45.9K CPUC Clearinghouse expenses and \$1.7K CA small business TACB expenses. The CPUC Clearinghouse expenses represent 13% of the total program expense*

AT&T Mobility Program Expenses

Category	Amount
Wages	\$284,990
Other Employee Expenses	\$25,274
Program Expenses	\$12,711
Reporting Expenses	\$0
Training	\$639
Consultants*	\$166,279
Other	\$0
TOTAL	\$489,892

**Includes \$80.3K CPUC Clearinghouse expenses and \$3K CA small business TACB expenses. The CPUC Clearinghouse expenses represent 16% of the total program expense.*

AT&T TCA Program Expenses

Category	Amount
Wages	\$570
Other Employee Expenses	\$51
Program Expenses	\$25
Reporting Expenses	\$0
Training	\$1
Consultants*	\$287
Other	\$0
TOTAL	\$934

**Includes \$0.2K CPUC Clearinghouse expenses and \$0.01K CA small business TACB expenses. The CPUC Clearinghouse expenses represent 17% of the total program expense.*

9.1.4 Progress Toward Goals

AT&T California Progress		
Diversity Category	2015 Results	2015 Goals
Minority Men	21.62%	11.00%
Minority Women	6.01%	4.00%
Minority Business Enterprise (MBE)	27.63%	15.00%
Women Business Enterprise (WBE)	16.78%	5.00%
Subtotal Women, Minority Business Enterprise (M/WBE)	44.41%	20.00%
Service Disabled Veteran Business Enterprise (DVBE)	4.12%	1.50%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.003%	0.00%
Total W/M/DV/LGBTBE	48.53%	21.50%
<small>Note: Percentages may not add due to rounding. 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.</small>		

AT&T Long Distance Progress		
Diversity Category	2015 Results	2015 Goals
Minority Men	23.28%	11.00%
Minority Women	6.70%	4.00%
Minority Business Enterprise (MBE)	29.98%	15.00%
Women Business Enterprise (WBE)	17.26%	5.00%
Subtotal Women, Minority Business Enterprise (M/WBE)	47.24%	20.00%
Service Disabled Veteran Business Enterprise (DVBE)	4.22%	1.50%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.005%	0.00%
Total W/M/DVL/GBTBE	51.47%	21.50%
<small>Note: Percentages may not add due to rounding. 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.</small>		

AT&T Communications of California, Inc. Progress

Diversity Category	2015 Results	2015 Goals
Minority Men	16.75%	11.00%
Minority Women	3.45%	4.00%
Minority Business Enterprise (MBE)	20.21%	15.00%
Women Business Enterprise (WBE)	7.37%	5.00%
Subtotal Women, Minority Business Enterprise (M/WBE)	27.57%	20.00%
Service Disabled Veteran Business Enterprise (DVBE)	1.14%	1.50%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	0.00%
Total W/M/DV/LGBTBE	28.71%	21.50%

Note: Percentages may not add due to rounding. 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.

AT&T Mobility Progress

Diversity Category	2015 Results	2015 Goals
Minority Men	6.31%	11.00%
Minority Women	0.77%	4.00%
Minority Business Enterprise (MBE)	7.07%	15.00%
Women Business Enterprise (WBE)	5.23%	5.00%
Subtotal Women, Minority Business Enterprise (M/WBE)	12.30%	20.00%
Service Disabled Veteran Business Enterprise (DVBE)	0.22%	1.50%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	0.00%
Total W/M/DV/LGBTBE	12.52%	21.50%

Note: Percentages may not add due to rounding. 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.

AT&T TCA Progress

Diversity Category	2015 Results	2015 Goals
Minority Men	26.69%	11.00%
Minority Women	0.00%	4.00%
Minority Business Enterprise (MBE)	26.69%	15.00%
Women Business Enterprise (WBE)	10.53%	5.00%
Subtotal Women, Minority Business Enterprise (M/WBE)	37.21%	20.00%
Service Disabled Veteran Business Enterprise (DVBE)	0.46%	1.50%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	0.00%
Total W/M/DV/LGBTBE	37.67%	21.50%

Note: Percentages may not add due to rounding. 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.

9.1.5 Summary of Subcontracting Utilization

AT&T California - Prime Contractor Utilization		
	Prime Spend \$	Total Percentage
Minority Men	\$256,250,904	12.37%
Minority Women	\$21,373,858	1.03%
Total Minority Business Enterprises	\$277,624,762	13.40%
Women Business Enterprises	\$167,623,042	8.09%
Women/Minority Business Enterprises	\$445,247,804	21.49%
Disabled Veteran Business Enterprises	\$46,582,310	2.25%
Lesbian, Gay, Bisexual, Transgender Business	\$68,944	0%
Other*	\$0	0%
Totals	\$491,899,058	23.74%

*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMD VBE

AT&T Long Distance - Prime Contractor Utilization		
	Prime Spend \$	Total Percentage
Minority Men	\$7,457,729	19.78%
Minority Women	\$622,048	1.65%
Total Minority Business Enterprises	\$8,079,777	21.43%
Women Business Enterprises	\$4,878,372	12.94%
Women/Minority Business Enterprises	\$12,958,149	34.37%
Disabled Veteran Business Enterprises	\$1,355,696	3.60%
Lesbian, Gay, Bisexual, Transgender Business	\$2,006	0.01%
Other*	\$0	0%
Totals	\$14,315,851	37.97%

*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMD VBE

AT&T Communications of California - Prime Contractor Utilization

	Prime Spend \$	Total Percentage
Minority Men	\$30,304,538	4.69%
Minority Women	\$2,527,698	0.39%
Total Minority Business Enterprises	\$32,832,236	5.08%
Women Business Enterprises	\$19,823,301	3.07%
Women/Minority Business Enterprises	\$52,655,537	8.15%
Disabled Veteran Business Enterprises	\$5,508,880	0.85%
Lesbian, Gay, Bisexual, Transgender Business	\$8,153	0%
Other*	\$0	0%
Totals	\$58,172,570	9%

*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMD VBE

AT&T Mobility - Prime Contractor Utilization

	Prime Spend \$	Total Percentage
Minority Men	\$25,116,688	0.83%
Minority Women	\$2,094,980	0.07%
Total Minority Business Enterprises	\$27,211,668	0.90%
Women Business Enterprises	\$16,429,740	0.54%
Women/Minority Business Enterprises	\$43,641,408	1.44%
Disabled Veteran Business Enterprises	\$4,565,812	0.15%
Lesbian, Gay, Bisexual, Transgender Business	\$6,758	0%
Other*	\$0	0%
Totals	\$48,213,978	1.59%

*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMD VBE

**AT&T Teleport Communications America
Prime Contractor Utilization**

	Prime Spend \$	Total Percentage
Minority Men	\$0	0%
Minority Women	\$0	0%
Total Minority Business Enterprises	\$0	0%
Women Business Enterprises	\$0	0%
Women/Minority Business Enterprises	\$0	0%
Disabled Veteran Business Enterprises	\$0	0%
Lesbian, Gay, Bisexual, Transgender Business	\$0	0%
Other*	\$0	0%
Totals	\$0	0.00%

*FIRMS CLASSIFIED AS 8(a) OF SMALL BUSINESS ADMINISTRATION INCLUDES NON-WMD VBE

9.1.6 Supplier Complaints

No formal complaints were filed.

9.1.7 Exclusions

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

9.1.8 Efforts to Recruit Diverse Suppliers

In addition to the internal and external activities described in Section 9.1.1 above, AT&T has focused additional effort on the following underutilized spend categories, as recognized in GO 156.

Marketing

AT&T and its agencies perform significant outreach to diverse suppliers in the advertising services area. Once again, AT&T and a key prime advertising agency developed and hosted a Diverse and Small Business Summit in December 2015; participants included multiple agencies and corporations in attendance networking with over 60 prospective diverse suppliers to uncover opportunities for future partnerships. Multiple one-on-one supplier meetings were conducted by the agency and corporate attendees.

AT&T's advertising and marketing primes are very supportive of and engaged with diverse suppliers. All have diversity outreach and sourcing leads within their organizations that partner with AT&T Supplier Diversity to improve diversity inclusion. Efforts in this area lead to **\$18.9M in spend with California-based businesses** through November 2015.

Diversity outreach and strategies increased throughout the year resulting in multiple opportunities both internally and externally for diverse businesses. Highlighted successes for **California-based diverse businesses** include the following:

- AT&T purchased over **\$8M** in media with a digital media company.
- AT&T Home Solutions utilized a digital media company for a new multicultural project.
- AT&T retained a production edit company to provide creative editing services for AT&T's broadcast television commercials through AT&T's advertising supplier -- a **\$1.2 M** in increase in spend over 2014.
- AT&T purchased over **\$4.5 M** in radio and television advertising with a diverse media-company focusing on the Hispanic market - a **\$1 M increase** in spend over 2014.
- AT&T used a diverse music company to provide music for an AT&T project through a major prime supplier.

- AT&T continued to engage a diverse casting company for AT&T's broadcast production with over \$1M in total spend for 2015 - a **42% increase** over 2014.

AT&T will continue to support dedicated resources to the advertising services area.

Legal

AT&T actively seeks to expand diversity spend for legal services.

In 2015, AT&T sponsored NAMWOLF (National Association of Minority & Women Owned Law Firms). NAMWOLF's national chapter created an "inclusion initiative" for which AT&T is an active member and contributor. The team meets regularly and has been actively sharing best practices amongst leaders from major corporations all across the country. The group monitors their successes – from adding new corporations to the committee to contracts awarded to diverse suppliers. While 2015 results are still pending, the 2014 inclusion group exceeded their \$178.6 million goal by sending \$212 million with minority law firms.

Last year AT&T Channel Management, under the Supplier Diversity team, assisted in driving positive results for California. As a result, overall, **96%** or **\$13.3 million dollars** of AT&T corporate legal spend was with **Supplier Clearinghouse certified law firms**.

AT&T's Legal Department actively promotes diversity inclusion as well. Small business legal firms that developed a strong diversity practice were acknowledged through an AT&T "Diversity & Inclusion" award. In 2015, recipient law firms were selected based on standards such as:

- Companies that had a measurable diversity employee base
- A documented diverse inclusion plan
- Outreach efforts in the community

Finance – General

The financial category remains an important area of focus for Supplier Diversity. We have a dedicated subject matter expert to encourage internal groups' participation in working with minority businesses.

Accomplishments in this area include:

- Paid \$4.4 million to diverse co-managers in underwriting fees
- Increased utilization of diverse suppliers in debt underwriting and share repurchases
- Hired new prominent California diversity investment groups for AT&T pension and trust funds

9.1.9 Justification of Excluded Areas

All AT&T Reporting Companies

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

Summary of purchases in product and service categories that included renewable and non-renewable energy, wireless communications, broadband are reflected in our tables and SIC code 36.

AT&T 2016 Annual Plan

10.1.1 AT&T Global Supplier Diversity Goals

SIC		Product/Service Descriptions		M/W/DVBE Annual Short, Mid, and Long-Term Goals by SIC Category															
				Short-Term 2016				Mid-Term 2018				Long-Term 2021							
				Minority		Total Minority Business Enterprise	Total Women Business Enterprise	Total Minority & Women Business Enterprises	Disabled Veteran Business Enterprise	Minority		Minority Business Enterprise	Women Business Enterprise	Total Minority & Women Business Enterprises	Disabled Veteran Business Enterprise	Minority		Minority Business Enterprise	Women Business Enterprise
Men	Women	MBE	WBE	M/WBE	DVBE	Men	Women	MBE	WBE	M/WBE	DVBE	Men	Women	MBE	WBE	M/WBE	DVBE		
15	Building Construction/General Contractors Operative Builders	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
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%
35	Industrial/Commercial Machinery Computer Equipment	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
36	Electronic - Other Electrical Equipment/Components (Except Computer Equipment)	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
47	Transportation Services	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
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%
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%
55	Automotive Dealers Gasoline Service Stations	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
73	Business Services	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
81	Legal Services	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%	11%	4%	15%	5%	20%	1.5%
87	Engineering, Accounting, Research Management and 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 Description of Supplier Diversity Program Activities

Supplier Diversity Team

AT&T has designed its supplier diversity program around four sub-teams, Diversity Sourcing Managers, Diversity Channel Managers, Prime Supplier Managers and Diversity Stakeholder Managers. A complete description of the purpose and function of these sub-teams can be found in the section entitled AT&T's Supplier Diversity Team on page 6 of this report. The team will continue supporting certified diverse businesses with opportunities through dedicated groups—Diversity Supplier Manager, Channel Managers, Prime Supplier Managers and Stakeholder Managers. There are 15 members of the supplier diversity team, three are located in California.

To remain diligent in the California diversity community, outreach ambassadors from supply chain and other key areas of the business will also remain a critical aspect to our Supplier Diversity efforts in 2016. The team has access to nearly 200 ambassadors in California that will participate in events, matchmakers, networking opportunities and supplier diversity educational sessions.

Prime Supplier Program

The prime supplier program will continue to be an instrumental part of connecting minority, women, disabled veteran and lesbian, bi-sexual, gay and transgender businesses for corporate contract opportunities. In June 2016, AT&T will host a conference in Dallas in which diverse attendees will be able to participate in an awards program highlighting primes who exceed 21.5% diversity spend, matchmaking, networking and educational sessions.

The AT&T Supplier Diversity managers will also be actively promoting the “Virtual Matchmaking on Demand” tool throughout the year. AT&T believes that eliminating travel requirements and using technology will drive Tier 2 diversity inclusion. We believe that it will be highly effective and easy to use on-line application to source new diversity suppliers.

Global Sourcing

In 2016 we are elevating executive engagement to identify sourcing opportunities. Supplier diversity has created a plan to work with sourcing executives across multiple disciplines to identify minority business opportunities. Early engagement is critical to expand diversity inclusion and we believe this will present solid prospects for California diverse businesses.

Building Supplier Capacity

Developing minority businesses capacity will remain a key strategic initiative. The team is creating various programs to grow diversity spend through proprietary events, hosting conferences, educational opportunities

and continuous mentoring sessions. In year engagement will emphasize supply chain support and involvement.

Educational Programs

AT&T will sponsor free training for several minority businesses and mentoring programs in collaboration with JFK University, Dartmouth College and Northwestern University. These programs are specifically designed to enhance MBEs capabilities and strengthen their capacity to work with AT&T and our prime suppliers. The diversity team will continue furthering their development by:

- Coaching suppliers how to navigate through AT&T's supply chain
- Connecting MBEs with decision makers
- Identifying growth areas for sourcing opportunities
- Facilitating introductions to prime suppliers

Outreach Events

AT&T will produce several outreach programs in collaboration with AT&T strategic sourcing teams, prime suppliers and diversity organizations to meet new California minority suppliers for future contract opportunities. The goal of these events will be to provide information, access and resources for prospective M/W/DVBE and LGBT companies seeking Tier 1/2 opportunities with AT&T. Below is a sample of AT&T events planned in 2016:

- Astra Cybersecurity Conference – hosted at AT&T San Ramon
- Disabled Veteran Business Alliance Expo & Matchmaker – hosted at AT&T San Ramon
- Supplier Diversity Guide to Do Business with AT&T – hosted at AT&T San Ramon
- CPUC Small Business Expos – Northern & Southern CA
- Western Region Minority Supplier Development Council Expo
- Elite Veteran's Conference
- Southern CA Minority Supplier Development Council Business Opportunity Day

Supplier Recognition

AT&T recognizes suppliers for excellence in diversity performance. The awards program was developed to reward and recognize Tier 1 suppliers that have contributed to AT&T's diversity success by meeting or exceeding our corporate goal of 21.5% minority spend. In 2016, at the AT&T Supplier Diversity conference in Dallas, Texas, supply chain executives will publicly celebrate the 2015 awardees in a special session.

Further, best practices and successes will be acknowledged in our bi-annual prime supplier newsletter that is distributed to AT&T supply chain employees and the top AT&T primes. The prime bulletin launched in 2015 has been well received and assists the team in delivering important supply chain information.

At AT&T, it is our mission to connect people with their world everywhere they live and work and do it better than anyone else. We value the contributions of our diverse suppliers and will continue finding ways to promote minority/women/disabled veteran and lesbian, gay, bi-sexual and transgender businesses in our supply chain.

10.1.3 Supplier Recruitment in Specific Areas

AT&T will remain committed to promoting diversity participation in areas considered by the Commission to be low utilization areas, such as legal, finance, and marketing/advertising. Each AT&T business unit will continue to have a Supplier Diversity Channel Manager who works closely with the business unit leaders to review their supply chain vendor list and identify where opportunity areas for diverse suppliers are present. The team will focus on our Prime Supplier Program and enhance efforts through engagements such as AT&T Meet-the-Primes Matchmaking Events and use the Virtual on Demand tool.

Currently the Supplier Diversity team is scheduled to participate in 30 diverse event in California such as the LGBT Golden Gate Business Associations “Pop-Up” and the Department of General Services “Veteran Business Forum” – these forums are focused on assisting diverse suppliers with education, business introductions, and resources that support their success.

For additional information regarding our commitment, see sections 9.1.8, 10.1.2 and 10.1.5.

10.1.4 Supplier Recruitment in Excluded Areas

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

10.1.5 2016 Plans to Encourage Prime Contractors

The Global Supplier Diversity team is dedicated to continue a robust plan of engagement with AT&T Prime Suppliers. Efforts will vary – locally, regionally and nationally – however we intend to demonstrate, communicate, engage, and celebrate how a commitment to Supplier Diversity adds value to corporations.

Demonstrate

In 2016, AT&T has dedicated two Supplier Diversity Managers to the Prime Supplier Program. A key tasks of these managers will be to regularly engage over 500 Prime Suppliers, working with them to increase their use of diversity suppliers as subcontractors on AT&T projects.

Communicate

Our Primes will regularly receive various forms of communication from the AT&T team—phone, email, newsletters, trainings and events (both virtual and live). We are dedicated to conveying why our commitment

to Supplier Diversity is important and use all methods possible to ensure we are able to connect with them to share that message.

Engage

Collaboration with Prime Suppliers will be key to connecting them with certified M/W/DVBE/LGBTs. The team will use virtual matchmaking sessions, national programs and regional events to assist engagement with potential diversity suppliers.

Celebrate

Monitoring successes and celebrating those “wins” publicly will continue to be an important strategy to our team. Primes that achieve the expected 21.5% diversity spend will be honored at our annual AT&T diversity conference and selected successes will be shared in our bi-annual supplier newsletter.

As the company continues to evolve, new suppliers will likely be integrated into our supply chain that could potentially offer new contracting prospects for diverse businesses. The Supplier Diversity team is actively pursuing new leads for the team to boost Tier-2 spend.

10.1.6 Plans for Complying with GO 156

AT&T will continue to comply with General Order 156 program guidelines established by the Commission. In 2016, AT&T plans on actively working with the Commission by participating in CPUC diversity forums and work with our peers in the Joint Utilities group to share best practices and collaborate to expand opportunities for minority businesses now and in the future. In addition AT&T will:

- Intensify working with internal Supply Chain executives to identify new projects at AT&T and advocate inserting minority, women, service-disabled veteran and LGBT organizations.
- Conduct monthly calls to closely monitor expired Clearinghouse certifications and escalate to appropriate minority business executive officer when necessary.
- AT&T will host new diversity events in California focused on Cybersecurity, elevating DVBE/LGBT connections and increased engagement with AT&T sourcing.
- Provide insight of how to increase diversity inclusion through Best Practices groups and leadership positions through current board seats.
- Execute a robust Prime Supplier program that includes:
 - Increase diversity connections with our “Virtual Matchmaking on Demand” tool
 - Diligently working with our primes by requesting annual diversity plan submissions
 - Connecting Prime Suppliers to current and prospective diversity businesses
 - Increase awareness by publishing an AT&T diversity newsletter
 - Demonstrate AT&T management support through annual recognition

- Regularly engage with regional California council Presidents to maintain abreast of critical changes in the state.
- Continue active mentorship to diverse suppliers as AT&T's business evolves.
- Collaborate with Supplier Diversity peers regionally and nationally to share best practices.
- Seek new programs to support with technical assistance for California small businesses.