

**CREATING
VALUE
THROUGH
DIVERSITY**



2022 Annual Report and 2023 Plan

Women, Minority, Disabled Veteran, Lesbian, Gay,
Bisexual Transgender, and Persons with Disabilities
Business Enterprises (WMDVLGBTDBE) Procurement

General Order 156

March 1, 2023

T Mobile™

T-Mobile West LLC dba T-Mobile (U-3056-C), Sprint Spectrum, L.P. (U-3062-C), MetroPCS California, LLC dba Metro by T-Mobile (U-3079-C), and Assurance Wireless USA, L.P. dba Assurance (U-4327-C)



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T-Mobile's 2022 Annual Report and 2023 Plan Submitted Per General Order 156

I. Introduction

T-Mobile West LLC, dba T-Mobile; MetroPCS California, LLC, dba Metro by T-Mobile; Sprint Spectrum, L.P. dba Sprint; and Assurance Wireless USA, L.P. dba Assurance (referred to collectively for purposes of this report as “T-Mobile” except where indicated otherwise) respectfully submit the following consolidated 2022 Annual Report and 2023 Plan (the “Report”). The Report reflects T-Mobile’s continued strong support of the California Public Utilities Commission’s and the Legislature’s goals to increase procurement from Women, Minority, Disabled Veteran, and Lesbian, Gay, Bisexual and Transgender, and Disabled-owned Business Enterprises (“WMDVDLGBTDBEs”, hereinafter referred to as “Diverse Business Enterprises”).

T-Mobile continues to make significant strides with diverse procurement. Since 2011, when it began to formally track this information, T-Mobile’s diverse spend in California with CPUC certified suppliers has increased more than twenty-fold -- from approximately \$70 million to over to \$1.7 billion for 2022. We are extremely proud to report that in 2022, we exceeded the Commission’s procurement goal for Minority Business Enterprises and Women Business Enterprises.¹ The company’s overall diversity procurement in 2022 was over 25% and – if handset/SIM card procurement were excluded (since there are no diverse supplier sources for those products) – our diversity procurement would have been over 46 percent. *See* Section II.D, below.

T-Mobile remains devoted to creating value through diversity and we are working to continue that momentum as we continue to grow and improve our Supplier Diversity Program in 2023 and beyond.

¹ As discussed below in Section II.D, T-Mobile acknowledges that its Disabled Veteran-owned Business and Lesbian, Gay, Bisexual, and Transgender-owned Business Procurement continues to be a challenge and it is exploring possible avenues to further address those challenges.

II. 2022 Annual Report

The following Annual Report summarizes T-Mobile's Diverse Business Enterprise-related activities for the period from January 1 through December 31, 2022. T-Mobile notes that while this Report is focused on its supplier diversity efforts, our growth in that area begins with our company's culture and internal commitment to diversity, equity, and inclusion.

T-Mobile is a values-driven company that is committed to and believes in diversity, equity, and inclusion for our employees, our customers, suppliers, and the communities we serve. That important focus and related initiatives are outlined in our Equity In Action Plan ("Plan"). In the Plan, and in partnership with leading civil rights organizations, we made promises to advance diversity, equity, and inclusion in all aspects of our business, including supplier diversity. Also included in the Plan are commitments specific to California. T-Mobile has a CA External Diversity Council with representation from several diverse communities that we work with on a regular basis.

T-Mobile is proud to have a diverse employee base that helps us break down barriers and rewrite the rules in the wireless industry. We draw from their experience, creativity, and ideas to help support our success. The diversity of our workforce has remained consistently strong with approximately 61% of T-Mobile's workforce identifying as ethnically diverse, and approximately 41% as women. In addition, we have over 40 Diversity, Equity, and Inclusion Chapters across the country, with four in California that cover the Bay Area, Inland CA, Los Angeles and Southern CA. These chapters coordinate employee volunteer activities and participation in local community events. It is our belief that our internal focus on diversity and inclusion helps us serve our customers, the majority of which are from diverse communities. Our corporate culture is a big part of why we continually look for ways to further grow our programs and efforts that support diverse procurement at T-Mobile.

We've also been honored and humbled by acknowledgements we've received on a national level for being an employer of choice for women, people of color, veterans, and members of the LGBTQ+ and disability communities. In 2022, we were named one of America's Best Employers by Forbes, a Best Employer for Diversity by Forbes, Best of the Best Top 50 Corporations for Inclusion by National Business Inclusion Consortium (NBIC), Corporation of the Year by Northwest Mountain Minority Supplier Development Council, Corporation of the Year by Veterans in Business Network, and more.

A. Program Activities (9.1.1)

The following is a summary of our Diverse Business Enterprise activities in 2022:

1. Identifying Opportunities in Underutilized Categories

T-Mobile's Supplier Diversity Program continued to work to increase its Diverse Business Enterprise procurement, while also supporting under-represented communities. To that end, the Supplier Diversity team continued to support an initiative for under-represented communities, to help build a more diverse telecom workforce. In 2021, T-Mobile launched its trademarked NextTech Diversity Program, with a goal to continue through 2025. The Program funds career

training and job placement for hundreds of underrepresented candidates to become 5G network technicians and commercial trucker drivers. Notably, T-Mobile partnered with two diverse suppliers to provide these trainings. In 2021 there were 70 program graduates. In 2022 the number of graduates more than doubled to 150, and each graduate was offered and accepted permanent job placement. Ten of the NextTech graduates are from California and we plan to continue recruiting efforts in the State, as well as continue to increase the total number of candidates in 2023.

In addition, T-Mobile continues to engage in opportunities to address areas of the business with low diverse spend. For example, in 2022 we remained steadfast in our engagement with Community Based Organizations (CBOs) across California and the nation. The team attended over 70 events, which included matchmaking, panel, and educational sessions. From these events, we were able to connect with suppliers in all categories, with an eye toward those in underutilized categories. We were able to share their supplier information with our sourcing team for review and possible engagement for upcoming or open opportunities.

Additionally, the Supplier Diversity team worked closely with the Procurement team diligently to continue to support diverse and small businesses. Two examples are:

- Promotional Merchandise – A request for proposal event was conducted with certified diverse suppliers only.
- Kingsburg, CA Customer Experience Center – Supplier Diversity supported several events to identify qualified and certified diverse suppliers for participation in open sourcing opportunities. We also set up a direct email box for diverse suppliers to apply for consideration and asked CBOs to help market to their communities.

2. Business Unit Program

T-Mobile maintained its successful programmatic approach to supplier diversity. The Supplier Diversity team regularly conducted mandatory trainings for each business category within Procurement. These trainings ensure that sourcing managers understand how to use the Diverse and Small Business Clearinghouse to search for diverse suppliers and reinforced the importance of doing so. Additionally, our Supplier Diversity team continued to provide the sourcing managers with lists of diverse suppliers supporting their assigned categories to help facilitate engagement with those suppliers.

In addition, throughout the year the Supplier Diversity engaged with the Procurement organization regarding supplier diversity program highlights, changes, and results.

3. Mentorship and Development Programs

We continued to support our formal supplier mentoring and development program: T-Mobile's Mentor Protégé Program. We partnered with the University of Washington Foster School of Business and the

regional council of the National Minority Supplier Development Council (NMSDC) to provide diverse business owners with education and mentorship to manage and grow their business. T-Mobile awarded scholarships to two diverse suppliers to participate in the Mentor Protégé Program. T-Mobile also sponsored two diverse firms through the National Ascend Cohort through the University of Washington and sponsored two diverse firms to attend the LA Ascend Program through Loyola Marymount. The Ascend Program focuses on improving management skills, increasing access to markets through contracts and supply chain partnerships, and growing access to capital through loans and investments. In total, T-Mobile awarded six scholarships for these programs.

T-Mobile also maintained support of its Magenta Edge Program. This program is available to all small businesses but was designed with black-owned small businesses in mind. Black-owned small businesses are nearly twice as likely to close their doors permanently compared to other businesses. A primary driver for this disparity is a longstanding, systemic lack of access to resources and capital, including difficulty with getting business loans. Magenta Edge provides free educational programming on subjects such as best practices for entrepreneurs while addressing systemic barriers that impact the success of Black small businesses. T-Mobile established a partnership with the Minority Business Development Association (MBDA) aligning efforts to support the Black Business Month Small Biz Month, Buy MBE Day, Latino Biz Day, and Women's Small Business Month.

4. Implementing Best Practices

Almost immediately after the merger of T-Mobile and Sprint was complete in April of 2020, T-Mobile began integrating the supplier diversity programs of the two legacy companies. Part of that integration included adopting the best practices from legacy Sprint's Supplier Diversity Program. In 2022, we executed and published:

Supplier Code of Conduct - Established guidelines for our suppliers that encourage them to use their "best efforts" to diversify their workforce and communicate our expectation that they are to use diverse suppliers for subcontracting opportunities.

Supplier Diversity Rewards Program – Recognizes Sourcing Professionals who award contracts to diverse suppliers on a quarterly basis. Eight winners were recognized and awarded in 2022.

Tier II Language - Supplier Diversity crafted and led the effort for the Tier II Amendment for use with large non-diverse Tier 1 suppliers, which encourages Tier 1 suppliers to commit to use diverse suppliers and requires them to report spend in T-Mobile's Tier II portal.

5. Legal Diversity Taskforce

T-Mobile's Legal Diversity Task Force was created in 2013 to increase diversity within our own Legal Department as well as in the major law firms with whom the company works. The Task Force is made up of five subcommittees, each focused on impacting various aspects of diversity within T-Mobile's Legal Department.

In 2022, the Legal Diversity Task Force continued to expand and strengthen its efforts on its strategic initiatives designed to further T-Mobile's impact on promoting the diversification of the legal profession at all levels. Specific to supplier diversity, the Legal Supplier Diversity Committee analyzed and monitored legal spend data with women and minority owned firms, promoted the use of women and minority-owned law firms including highlighting these firms on the Legal Affairs Department's intranet site, facilitated matchmaking with women owned and minority owned providers, and T-Mobile's General Counsel signed-on to NAMWOLF's Partner Program, pledging to set a goal of at least five percent (5%) of the company's outside counsel spend with Certified Minority- and Women-Owned Law Firms.

Also in 2022, the T-Mobile Legal Affairs Department once again conducted its annual diversity survey with its largest outside law firms. This survey underscores our commitment to engaging underrepresented counsel on T-Mobile matters and ensure that our firms support our diversity efforts. The Task Force reviewed its outside law firms for their diversity and inclusion contributions and awarded T-Mobile's annual Legal Affairs Department Diversity Excellence Award to the firm making the greatest impact.

The T-Mobile Legal Affairs Department continued to focus on engaging all members of department on topics of diversity, equity, & inclusion through volunteer activities and production of an ongoing speaker series on relevant topics. The department also worked to develop underrepresented talent internally, including through participation in programs conducted by the Leadership Council on Legal Diversity (LCLD). Four Legal Affairs Department attorneys were chosen to participate in the LCLD Pathfinders and Fellows career development and leadership programs, which are designed to advance diverse legal talent into leadership roles. T-Mobile's General Counsel also adopted a program pledge with the LCLD to take several actions focused on driving diversity both within the Legal Affairs Department and throughout the legal industry. Lastly, T-Mobile has launched a mentoring program to support and promote its talent with a focus on underrepresented talent.

6. Best Practices for Prompt Payment

We are proud to report that in 2022 we continued to proactively work with our small and diverse suppliers to adjust their payment terms. For several years, T-Mobile has offered Net 30-day payment terms for CPUC-certified diverse suppliers with limited total annual sales to, among other things, facilitate their cash flow and otherwise help them to be more profitable. This program aids our suppliers' economic growth by paying invoices in an expedited manner, helping the supplier obtain capital quicker.

The Net30 option is included on our supplier registration sheet and our Supplier Diversity team proactively mentions the favorable terms to eligible suppliers. The information is also available on the Supplier Diversity section of our company website.

7. LGBTBE Outreach Activities

T-Mobile continues to work diligently to integrate LGBTBEs into our Supplier Diversity Program. Key

to our integration, has been our partnerships with the National Gay and Lesbian Chamber of Commerce (NGLCC), and the Greater Seattle Business Association (GSBA). As a corporate member and sponsor of both organizations, we regularly attend meetings, conduct one-on-one “match making” meetings, and participate in their respective conferences and events. In 2021, T-Mobile began working closely with the NGLCC to create and participate in their California Growth Initiative, a program aimed at increasing the number of certified LGBTBEs. During 2022, the California Growth Initiative program was launched for all NGLCC CA affiliates with three training sessions, our Supplier Diversity staff participated and/or presented during each of these sessions.

In 2022, we continued, to take necessary action to ensure spend continues, where practical, with LGBTBEs. In addition, we participated in several events to meet with qualified LGBTBEs, including matchmaking events organized by NGLCC. Finally, we continued to explore options on how to better provide technical assistance and capacity-building programs specific to LGBTBEs.

T-Mobile also continued the “T-Mobile #BEYOU” Scholarship Fund with the GSBA. The Scholarship expands our enterprise-wide core principles to the suppliers and individuals engaged with the nation’s largest LGBTQ chamber of commerce. It is one of the ways we encourage LGBTQ scholars to learn about and find employment or contracting opportunities in the telecommunications industry. In addition, T-Mobile engaged with the GSBA through their Ready for Business Fund, which is a small business recovery program that distributes cash grants and other support to small and diverse businesses.

8. Bringing Equity In Action to California

T-Mobile entered an important, California-focused, Memorandum of Understanding (MOU) with the National Diversity Coalition, which outlines the company’s plans to create initiatives to improve diversity in all aspects of the business. The MOU addresses the following areas: Corporate Governance; Workforce Recruitment and Retention; Procurement and Entrepreneurship; Wireless Services for Low Income Consumers; and Philanthropy and Community Investment. It also calls for the creation of a California-focused diversity and inclusion Council, comprised of at least twelve individuals who are highly esteemed, regarded as pillars in their respective communities, and represent a diverse constituency. The CA Diversity Council, which was established in 2020, serves in an external advisory role to the company. In 2022, we met several times with the CA Council to discuss key areas within supplier diversity and received feedback and guidance from the members on Supplier Diversity Program and other related initiatives specific to California.

9. Partnerships, Conferences and Sponsorships

T-Mobile sponsored numerous supplier diversity events and was a corporate sponsor of the national conferences of the national organizations listed below. In addition, our Supplier Diversity team participated in several panelist, educational, and matchmaking sessions, and spoke at several virtual events across the country, where we sought to connect with potential suppliers and elevate our corporate Supplier Diversity Program.

- National Minority Supplier Diversity Council,
- Women’s Business Enterprise National Council,

- National Veteran Business Development Council,
- National Gay & Lesbian Chamber of Commerce.

Here is a list and summary of T-Mobile’s 2022 key engagements with organizations focused on supplier diversity:

American Indian Chamber of Commerce California (“AICCCAL”)

T-Mobile continued as corporate sponsor and member. We also sit on the organization’s advisory council. Supplier Diversity participated on a matchmaking panel during the 2022 conference.

Asian Business Association of Los Angeles (“ABALA”)

T-Mobile is a corporate sponsor and member. We also sit on the organization’s advisory council. Title sponsor of their Women’s Business Pioneer Luncheon in Los Angeles.

Asian Business Association of Orange County (“ABAOC”)

T-Mobile was a corporate sponsor and member. Supplier Diversity participated in the event and met with several suppliers.

California Capital Financial Development Corporation (“California Capital”)

T-Mobile continues to be a member of CA Capital, sponsoring different initiatives. T-Mobile participated and presented at two virtual trainings: 1. How to do business with Corporations, 2. Best Practices for Marketing and Business Development for your Small Business.

T-Mobile’s support has also contributed to CA Capital’s development of their Supplier Diversity Technical Assistance and Capacity Building curriculum.

California Public Utilities Commission Joint Utilities Committee

As a member of the Joint Utilities Committee, T-Mobile actively participated in the Committee’s quarterly meetings to share best practices and discuss matters related to GO-156. T-Mobile Chaired the Joint Utilities Committee in 2022.

California Public Utilities Commission Small and Diverse Business Expos

T-Mobile participated in the 2022 “Meet Utility Supplier Representatives” event where the Supplier Diversity team gave an overview of our program and answered questions from attendees.

Greater Los Angeles African American Chamber of Commerce (“GLAAACC”)

T-Mobile is an active member of this chamber and participated in the Chamber’s activities.

Greater Seattle Business Association (“GSBA”)

T-Mobile was a corporate sponsor and member of the GSBA, the nation’s largest LGBT and allied chamber of commerce. The GSBA represents over 1,300 small businesses, as well as corporate and nonprofit members, who share the values of promoting equality and diversity and provides us with the opportunity to identify businesses that could also be eligible for CPUC certification. T-Mobile was the title sponsor of their annual Scholars event in 2022.

Elite Nor-Cal Service-Disabled Veteran Owned Business (Elite Nor-Cal SDVOB)

T-Mobile was a member and corporate sponsor.

Leadership Council on Legal Diversity (“LCLD”)

T-Mobile was a member and participated in the organization’s career development and leadership programs and our General Counsel adopted a pledge of active support for several internal and external diversity initiatives.

Los Angeles Gay and Lesbian Chamber of Commerce (“LAGLCC”)

T-Mobile was corporate member and sponsor. The Supplier Diversity team virtually attended a meet and greet for new members where we had the opportunity to discuss our program.

National Association of Minority & Women Owned Law Firms (“NAMWOLF”)

T-Mobile was a corporate sponsor of the virtual Awards Gala at the organization’s Annual Meeting.

National Veteran Business Development Council (“NVBDC”)

T-Mobile was a corporate sponsor and member.

National Gay & Lesbian Chamber of Commerce (“NGLCC”)

T-Mobile is a member and a corporate sponsor of NGLCC’s 2022 International Business and Leadership Conference. T-Mobile was recognized with the Best of the Best Award by the NGLCC and the National Business Inclusion Consortium (NBIC).

National Minority Supplier Development Council (“NMSDC”)

T-Mobile was a corporate sponsor of the Conference and Business Opportunity Exchange. T-Mobile is a corporate sponsor and member.

Northwest Mountain Minority Supplier Development Council (“NWMMSDC”)

T-Mobile continued its long-standing relationship with this regional council that generally focuses on Pacific Northwest activity near our headquarters in Bellevue, Washington. This relationship provides us with, among other things, the opportunity to connect with companies that we can encourage to pursue CPUC certification. In addition to being part of the Council’s Board of Directors, T-Mobile also holds a position on their Certification Committee. T-Mobile also sponsored the Council’s Business Conference, Advocacy and Legacy Awards Luncheon and their 26th Annual scholarship fundraiser and silent auction.

Women’s Business Enterprise National Council (“WBENC”)

T-Mobile was a member and corporate sponsor for the National Conference & Business Fair. Supplier Diversity team attended the event and held one-on-one matchmaking sessions with suppliers.

Women’s Business Enterprise Council – Pacific (“WBEC-Pacific”)

T-Mobile joined the Board of Directors and was a corporate member, and sponsor in 2022. The Diversity team participated and attended several events held by the organization.

U.S. Black Chamber of Commerce (“USBC”)

T-Mobile was a corporate sponsor and member. The Diversity team virtually attended their 2022 ByBlack Annual Conference.

U.S. Hispanic Chamber of Commerce (“USHCC”)

T-Mobile remains a corporate sponsor and member. The Supplier Diversity team participated in a matchmaking event, meeting diverse suppliers.

U.S. Pacific Islander Asian American Chamber of Commerce (“USPAACC”)

T-Mobile was a corporate sponsor and member. In 2022, T-Mobile was the co-chair sponsor for USPAACC’s Annual Conference.

Utah Black Chambers (“UBC”)

T-Mobile continued to be a corporate member and sponsor of the Utah Black Chambers in 2022. The Supplier Diversity team currently hold positions on their advisory council and Supplier Diversity council.

Veterans and Business Network (“VIB”)

T-Mobile was the 5-Star Title Sponsor of VIB’s 2022 Annual Conference, where we participated in matchmaking. T-Mobile is also a corporate member of this San Diego based organization.

Western Regional Minority Supplier Development Council (“WRMSDC”)

In 2022, T-Mobile continued as a member and corporate sponsor of this Bay Area based organization.

B. Summary of WMDVDLGBTBE Purchases/Contracts³ (9.1.2)

T-Mobile summaries are included in the following attachments:

- Attachment 1 – *2022 Total WMDVLGBTDBE Procurement -- Direct and Sub*
- Attachment 2 – *2022 WMDVLGBTDBE Procurement by Product and Services Categories -- Direct*
- Attachment 3 – *2022 WMDVLGBTDBE Procurement by Product and Services Categories -- Sub*
- Attachment 4 – *2022 WMDVLGBTDBE Detail by SIC – Direct and Sub*
- Attachment 5 – *2022 WMDVLGBTDBE Results by Set Goals – Direct and Sub*
- Attachment 6 – *2022 WMDVLGBTDBE Procurement Summary*
- Attachment 7 – *2022 WMDVLGBTDBE by Product and Service Categories*

³ T-Mobile notes that it does not have information readily available from which it can identify the number of Diverse Business Enterprises who have the majority of their workforce working in California.

C. Itemization of WMDVLGBTDBE Program Expenses (9.1.3)

T-Mobile WMDVLGBTDBE Program Expenses	
January 1, 2022 – December 31, 2022	
Expense Category	2022 Expenses
Wages	\$423,164
Other Employee Expenses	\$0
Program Expenses	\$724,698
Reporting Expenses	\$152,950
Training & Conferences	\$983,500
Consultants	\$0
Other	\$0
Total	\$2,284,312

D. Progress in Meeting or Exceeding Set Goals and Explanation of Circumstances (9.1.4)

T-Mobile's efforts to enhance its diversity procurement practices over the past several years have met with notable success. As noted above, we are pleased to report that in the last year, we exceeded the Commission's goal for Minority Business Enterprises and Women Business Enterprise procurement.

While we are proud of our continuing progress, we also recognize there continue to be challenges with the reporting guidelines under GO 156.

For example, T-Mobile acknowledges that DVBE procurement continues to be a challenge and is exploring avenues to further address those challenges. However, our level of spend and its impact in the State of California would be more accurately reflected if the Clearinghouse's certification criteria allowed for DVBE suppliers that are not California residents but provide services in California (consistent with the certification of other diverse businesses), rather than only certifying DVBEs per the narrower requirements of the Department of General Services.

Moreover, T-Mobile continues to believe that the inclusion of handset and SIM card spend significantly distorts procurement rates. In particular, and as noted in previous Reports, T-Mobile is not aware of any handset or SIM manufacturers that qualify as Diverse Business Enterprises, yet the General Order precludes any categorical exclusions. See GO 156, Section 8.7. T-Mobile remains hopeful that the Commission will reconsider the possible exclusion of handset and SIM card spend from net procurement. In the meantime, T-Mobile notes that its total diverse spend for 2022 excluding handset and SIM card procurement is 46.71%; an accomplishment which is well in excess of current Commission goals and far more reflective of its efforts to promote the goals of the General Order. See Attachment 8.

E. Summary of Prime Contractor Utilization of WMDVLGBTDBE Subcontractors (9.1.5)

In 2022, T-Mobile continued to proactively encourage prime contractors to adopt plans or practices that are consistent with T-Mobile's goals. In addition, we encourage prime suppliers to track and report Tier II spend on a quarterly basis. To that end, we implemented an amendment to our vendor contracts to request diverse spend from prime suppliers that are already reporting such spend to other governmental agencies or Fortune 500 companies.

F. Required Additional Disclosures (9.1.6 – 9.1.11)

List of WMDVLGBTDBE Complaints

T-Mobile is not aware of any WMDVLGBTDBE complaints registered in 2022.

Summary of Purchases/Contracts for Products/Services in Excluded Categories

Not applicable.

Description of Efforts Made to Recruit WMDVLGBTDBE Suppliers

Efforts are detailed in the preceding sections of the Report: "Partnerships, Conferences and Sponsorships" and "Legal Diversity Task Force".

Justification for Continued Existence of Any "Excluded Category"

Not applicable.

Summary of WMDVLGBTDBE Renewable and Nonrenewable Energy Procurement

T-Mobile does not currently track renewable and non-renewable energy procurement, wireless, broadband, smart grid or rail projects by Diverse Supplier.

File Verifiable Report on WMDVLGBTDBE Participation in Fuel Markets

T-Mobile procures fuel for fleet vehicles used for cell site construction and maintenance. Fuel purchases are included in Attachment 1- *2022 Total WMDVLGBTDBE Procurement -- Direct and Sub*.

III. 2023 Annual Plan

At T-Mobile we acknowledge diversity and inclusion not just as words, but a way of life and strategic business. As a diverse and inclusive company serving a diverse customer base, we strive, and expect to have our suppliers and vendors also be diverse. We recognize that these relationships connect us to a more diverse and inclusive business community, which positions T-Mobile to provide products and services for our customers' needs.

In addition, we understand the economic impact to those diverse communities by partnering with diverse and small business concerns. Achieving the GO 156 goals outlined in attachments 1-8 is dependent on the number of qualifying suppliers and contract opportunities, and removal of non-Procurement managed exclusions. For 2022, T-Mobile reported results which were historically higher based on the benefit of two companies Sprint and T-Mobile operations; however, for reporting year 2023 the synergies, single operational alignment, and centralized procurement will have significant reduction in all measured diverse categories. In addition, the residual effects of the COVID pandemic, economic challenges, and inflation have and will continue to impact diverse and small businesses to remain operational, ability to obtain, maintain, or renew required certifications. The economic and inflationary challenges are the major impacting factors as access to capital for diverse and small businesses is even more difficult.

For 2023, T-Mobile remains committed to its plan to meet its 22.5% goal. In 2022, T-Mobile exceeded its goal with the CPUC with spend of 25.91%, buoyed in part by favorable economic conditions in our supply chain and procurement overlaps resulting from the T-Mobile/Sprint merger. T-Mobile, like many businesses, is facing a supply chain grappling with inflation and other challenges in 2023, although we will continue to evaluate opportunities as they arise in hopes of exceeding our goal again for 2023 as part of our robust supplier diversity program.

T-Mobile has prepared the following 2023 Annual Plan ("Plan") that summarizes our current strategies to achieve short, medium, and long-term program goals for increasing utilization of Diverse Business Enterprises.

A. Overview (10.1.2)

1. Internal Training and Communication

We continue to recognize that increased and continuous internal awareness of supplier diversity is critical to the success of the program. In 2023, we intend to continue to provide our Procurement Sourcing Managers with the training and tools they need, as well as increase communication to the Procurement team throughout the year. In addition to maintaining the dissemination of quarterly newsletters, the Supplier Diversity team intends to participate in the Procurement organization's monthly All Hands meetings to reinforce the importance of supplier diversity and engage in dialogue on the topic. The Supplier Diversity team also intends to conduct quarterly training sessions for sourcing managers on the new internal supplier clearinghouse tool and ad-hoc training for newly hired sourcing managers.

We continue to believe that ongoing communication will help keep supplier diversity top-of-mind for our sourcing managers, and lead to increased consideration and ultimately utilization of diverse suppliers.

2. External Communication

In addition to increasing our internal communication, we continue to enhance our external communications to better inform current and potential diverse suppliers about our Supplier Diversity Program. Specifically, we have updated and expanded our external facing website (SupplierDiversity@T-Mobile.com) to include information about our supplier diversity initiatives and program updates. The Supplier Diversity team plans to continue to proactively contact Community Based Organizations (CBOs) to inform them of contract opportunities and seek recommendations for diverse members that can potentially fill the opportunities. To improve communication to potential suppliers, we have also encouraged CBOs to include information about T-Mobile's Supplier Diversity Program and opportunities in their communication to their respective members. We also intend to continue increasing our attendance and participation at CBO events throughout California.

3. Mentorship and Development Programs

In 2023, the Magenta Edge Program will continue. Magenta Edge is a program to support black-owned small businesses in the U.S, by increasing educational opportunities for these businesses. In addition, we will continue to engage external partners in the Program to drive results.

In 2023, we also plan to expand the NextTech Diversity Program and we currently plan on training and placing 175 candidates in 2023.

Lastly, T-Mobile is continuing our partnership with the University of Washington Foster School of Business and the Northwest regional council of NMSDC to provide diverse business owners with education and mentorship to manage and grow their business. T-Mobile plans to award at least four scholarships to diverse suppliers to participate in the Mentor Protégé Program, with the possibility of increasing to six suppliers. In 2023, T-Mobile is on track to award two MBE education scholarships to diverse owned businesses in California to attend LA Ascend, a management education program at the Fred Kiesner Center for Entrepreneurship in the College of Business at Loyola Marymount University. The program is taught by the College's leading faculty members from the major disciplines including Entrepreneurship, Marketing, Management, and Accounting.

4. Business Unit Program

In 2023, T-Mobile will remain focused on driving accountability of supplier diversity throughout the Procurement organization with frequent and detailed engagement. The Supplier Diversity team will continue to meet bi-monthly with internal Procurement leadership to review diverse spend by business unit and category. In addition, we will strive to include at least one qualified diverse supplier in each contract opportunity and will hold the sourcing managers accountable to that standard. Further, we intend to continue to have our Procurement Sourcing Managers encourage our Tier I non-diverse handset and network equipment suppliers to increase and report Tier II spend with diverse suppliers. To that end, and as mentioned above, we have implemented an amendment to our vendor contracts to request diverse spend from prime suppliers that are already reporting such spend to other governmental agencies or Fortune 500 companies. Also in 2023, The Supplier Diversity team plans to continue to recognize and reward sourcing professionals who award new contracts to small and diverse businesses through our Buyer Incentive Program.

5. Legal Diversity Taskforce

In 2023, the Legal Diversity Task Force plans to continue to enhance its efforts to promote and diversify the legal profession at all levels. Specific to supplier diversity, the Legal Supplier Diversity subcommittee is planning to undertake the following high-level initiatives, among others, to increase utilization of diverse law firms throughout the Legal Department:

- Increase Legal Department awareness of readily available diverse suppliers;
- Facilitate engagement of diverse suppliers by Legal Department decision makers;
- Continue our participation and engagement with the National Association of Minority and Women-Owned Law Firms (NAMWOLF);
- Monitor on a regular basis the Department's progress on diverse law firm engagement and spend.

In addition, T-Mobile intends to continue to support local minority bar associations and continue its membership with the Leadership Council on Legal Diversity and participate in the organization's programs to develop the talent and leadership skills of diverse in-house attorneys.

6. Partnerships, Conferences and Sponsorships

We intend to continue working with the following organizations to strengthen our outreach and engagement with the diverse business community. We also plan to explore new opportunities to engage T-Mobile sourcing professionals, local employees, and members of our Diversity and Inclusion team in these events and organizations. These organizations are highly respected and understand the goal of finding qualified diverse suppliers that can provide products and services to our Enterprise.

American Indian Chamber of Commerce of California

*Asian American Chamber of Commerce of Kansas City
("AACCKC")*

Asian Business Association of Los Angeles ("ABALA")

Asian Business Association of Orange County ("ABAOC")

California Asian Pacific Chamber of Commerce ("CalAsian Chamber")

*California Capital Financial Development Corporation ("California
Capital")*

California Hispanic Chamber of Commerce ("CAHCC")

California Public Utilities Commission Joint Utilities Committee

*California Public Utilities Commission Small and Diverse Business
Expos*

*Elite Nor-Cal Service-Disabled Veteran Owned Business Network ("Elite Nor-Cal
SDVOB")*

Greater Los Angeles African American Chamber of Commerce ("GLAAACC")

Greater Seattle Business Association ("GSBA")

Hispanic Chamber of Commerce of Kansas City ("HCCCK")

Leadership Council on Legal Diversity ("LCLD")

Los Angeles Gay and Lesbian Chamber of Commerce ("LAGLCC")

*National Association of Minority & Women Owned Law Firms
("NAMWOLF")*

National Veteran Business Development Council ("NVBDC")

National Gay & Lesbian Chamber of Commerce (“NGLCC”)
National Minority Supplier Development Council (“NMSDC”)
Northwest Mountain Minority Supplier Development Council (“NWMTNMSDC”)
Pacific Southwest Minority Supplier Development Council (“PSWMSDC”)
TechSCALE
The Conference Board
U.S. Black Chamber of Commerce (“USBC”)
U.S. Hispanic Chamber of Commerce (“USHCC”)
U.S. Pacific Islander Asian American Chamber of Commerce (“USPAACC”)
Utah Black Chambers (“UBC”)
Veterans in Business Network (“VIB Network”)
Western Regional Minority Supplier Development Council (“WRMSDC”)
Wireless Infrastructure Association (“WIA”)
Women’s Business Enterprise Council – Pacific (“WBEC-Pacific”)
Women’s Business Enterprise National Council (“WBENC”)

Summary of WMDVDLGBTDBE Short, Mid and Long-Term Goals (10.1.1)

T-Mobile remains fully committed to meeting the Commission’s 22.5 % diversity procurement goal, i.e., 15% for MBEs, 5% for WBEs, 1.5% for DVBEs, and 1.00% for LGBTBEs. As noted above, T-Mobile has been able to meet and exceed those goals for MBEs and WBEs in 2022 and has every intention of doing so in the future on a short, mid and long-range basis. DVBE procurement is currently at 0.18% which is an improvement over last year. T-Mobile is dedicated to improving procurement from DVBEs and has short, mid and long-range goals of 0.5%, 1% and 1.5% respectively.

Consistent with the Proposed Decision in Rulemaking 21-03-010 dated February 9, 2022, T-Mobile has established the following voluntary goals for LGBTBEs: 0.5% by 2022, 1.0% by 2023, and 1.5% by 2024. As noted above, T-Mobile has made significant inroads into LGBTBE procurement, and we will strive for continued success with these business enterprises.

T-Mobile has not, however, assigned specific values to the various categories of products and services identified in this Report. Procurement for any particular product or service can vary by year and T-Mobile does not currently have sufficient information to inform such particularized goals. As discussed throughout, T-Mobile’s outreach to Diverse Business Enterprises is broad-based and we welcome the opportunity to enhance our procurement regardless of category. For reference, however, T-Mobile has included Attachment 7 to this Report which breaks down the 2022 actual procurement by product and service categories.

Required Additional Disclosures (10.1.3 – 10.1.6)

Plans for Recruiting WMDVLGBTDBE Suppliers Where Utilization Has Been Low

T-Mobile is committed to recruiting and developing Diverse Business Enterprise talent in traditional, non-traditional, and under-utilized areas, and to otherwise encourage those suppliers to register with the Supplier Clearinghouse or any other recognized certifying entity. For examples of activities that T-Mobile intends to undertake in 2023, *see* above sections “Partnerships, Conferences and Sponsorships” under and “Legal Diversity Task Force.”

Plans for Recruiting WMDVLGBTDBE Suppliers in Excluded Categories

Not applicable.

Plans for Prime Contractor Utilization of WMDVLGBTDBE Subcontractors

T-Mobile intends to continue to require new prime suppliers to report on a quarterly basis their amount of direct and indirect spend with CPUC certified diverse businesses. Where applicable, T-Mobile plans to continue to include prime contractor utilization of Diverse Business Enterprise subcontractors in our contract language. In addition, T-Mobile intends to work with its prime suppliers to promote reasonable diversity procurement goals for their Tier II vendors.

Plans for Complying with WMDVLGBTDBE Program Guidelines

T-Mobile intends to continue to strive to meet the Commission’s goals as established in GO 156.

Attachment 1

2022 Total WMDVLGBTDBE Procurement Summary - Direct and Sub**

Line No.	Ethnicity	Direct	Sub	Total	%	
1	Minority Men	African American	\$364,738,645	\$5,387,746	\$370,126,391	5.55%
2		Asian Pacific American	\$732,241,185	\$38,516,827	\$770,758,012	11.56%
3		Hispanic American	\$38,441,436	\$5,677,891	\$44,119,327	0.66%
4		Native American	\$0	\$20,673	\$20,673	0.00%
5		Other	\$0	\$47,627	\$47,627	0.00%
6		Total Minority Men	\$1,135,421,267	\$49,650,764	\$1,185,072,031	17.77%
7	Minority Women	African American	\$3,927,264	\$311	\$3,927,575	0.06%
8		Asian Pacific American	\$8,245,078	\$16,439,863	\$24,684,941	0.37%
9		Hispanic American	\$8,984,922	\$7,187,322	\$16,172,245	0.24%
10		Native American	\$0	\$8,924	\$8,924	0.00%
11		Other	\$0	\$0	\$0	0.00%
12		Total Minority Women¹	\$21,157,265	\$23,636,420	\$44,793,685	0.67%
13	Minority Business Enterprise (MBE)	\$1,156,578,531	\$73,287,185	\$1,229,865,716	18.44%	
14	Women Business Enterprise (WBE)	\$445,816,009	\$26,780,047	\$472,596,057	7.09%	
15	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	\$12,949,147	\$199,453	\$13,148,600	0.20%	
16	Disabled Veteran Business Enterprise (DVBE)	\$4,573,893	\$7,537,661	\$12,111,554	0.18%	
17	Persons with Disabilities Business Enterprise (DBE)	\$0	\$0	\$0	0.00%	
18	8(a)*	\$0	\$0	\$0	0.00%	
19	Total WMDVLGBTDBE Procurement²	\$1,619,917,581	\$107,804,347	\$1,727,721,928	25.91%	
20						
21	Net Procurement			\$ 6,667,772,369	100%	

¹The total procurement for minority women, i.e., \$44,793,684 is included as part of Total Minority Business Enterprises (Line 12). Consistent with Commission direction, total procurement for minority women is not included in Women Business Enterprises (Line 14) although T-Mobile believes that the failure to include that procurement in WBE as well as MBE provides the Commission with an incomplete view of procurement.

²WMDVLGBTDBE supplier spend is based on total spend with all vendors certificated by the Supplier Clearinghouse and Small Business Administration pursuant to Section 8(a) of Small Business Act as amended (15 U.S.C. 637 (a)), or the Secretary of Commerce pursuant to Section 5 of Executive Order 11625.

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

** Percentage of Subscribers used in the calculation methodology is rounded to the nearest whole number/percentage.

Attachment 2

2022 Total WMDVLGBTDBE Procurement by Product and Services Category - Direct**

Line No.	Ethnicity		PRODUCTS ¹		SERVICES ²		Total		
2	Minority Men	African American	Direct	\$69,369,236	1.04%	\$295,369,409	4.43%	\$364,738,645	5.47%
		Asian Pacific American	Direct	\$290,149,479	4.35%	\$442,091,706	6.63%	\$732,241,185	10.98%
3		Hispanic American	Direct	\$5,407,486	0.08%	\$33,033,950	0.50%	\$38,441,436	0.58%
4		Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
5		Other	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
6		Total Minority Men	Direct	\$364,926,201	5.47%	\$770,495,065	11.56%	\$1,135,421,267	17.03%
8	Minority Women	African American	Direct	\$3,912,904	0.06%	\$14,360	0.00%	\$3,927,264	0.06%
		Asian Pacific American	Direct	\$2,689,098	0.04%	\$5,555,980	0.08%	\$8,245,078	0.12%
9		Hispanic American	Direct	\$0	0.00%	\$8,984,922	0.13%	\$8,984,922	0.13%
10		Native American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
11		Other	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
12		Total Minority Women ³	Direct	\$6,602,002	0.10%	\$14,555,262	0.22%	\$21,157,265	0.32%
13	Minority Business Enterprise (MBE)		Direct	\$371,528,204	5.90%	\$785,050,328	12.47%	\$1,156,578,531	17.35%
14	Women Business Enterprise (WBE)		Direct	\$142,367,974	2.26%	\$303,448,036	4.82%	\$445,816,009	6.69%
15	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$0	0.00%	\$12,949,147	0.21%	\$12,949,147	0.19%
16	Disabled Veteran Business Enterprise (DVBE)		Direct	\$1,698,982	0.03%	\$2,874,911	0.05%	\$4,573,893	0.07%
17	Persons with Disabilities Business Enterprise (DBE)		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
18	8(a)*		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
19	Total WMDVLGBTDBE Procurement ⁴		Direct	\$515,595,159	7.73%	\$1,104,322,422	16.56%	\$1,619,917,581	24.29%
20									
21	Net Procurement			\$ 6,667,772,369		\$ 6,667,772,369		\$ 6,667,772,369	
22	Total Number of WMDVLGBTDBEs that received direct spend		124						

Net Product Procurement	\$ 515,595,159
Net Service Procurement	\$ 1,104,322,422

1 Products include vendors with primary SIC Category Codes 24, 30, 34, 35, 36, 39, 50.

2 Services include vendors with primary SIC Category Codes 15, 16, 17, 42, 48, 49, 65, 73, 76, 81, 87, 89, 99.

3 The total procurement for minority women, i.e., \$21,157,264.58 is included as part of Total Minority Business Enterprises (Line 12). Consistent with Commission direction, total procurement for minority women is not included in Women Business Enterprises (Line 14) although T-Mobile believes that the failure to include that procurement in WBE as well as MBE provides the Commission with an incomplete view of procurement.

4 WMDVLGBTDBE supplier spend is based on total spend with all vendors certificated by the Supplier Clearinghouse and Small Business Administration pursuant to Section 8(a) of Small Business Act as amended (15 U.S.C. 637 (a)), or the Secretary of Commerce pursuant to Section 5 of Executive Order 11625.

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

** Percentage of Subscribers used in the calculation methodology is rounded to the nearest whole number/percentage.

Attachment 3

2022 Total WMDVLGBTDBE Procurement by Product and Services Category - Sub**

Line No.	Ethnicity		PRODUCTS ¹	SERVICES ²	Total				
1	Minority Men	African American	Sub	\$823,566	0.01%	\$4,564,180	0.07%	\$5,387,746	0.08%
2		Asian Pacific American	Sub	\$32,257,073	0.48%	\$6,259,754	0.09%	\$38,516,827	0.58%
3		Hispanic American	Sub	\$403,369	0.01%	\$5,274,522	0.08%	\$5,677,891	0.09%
4		Native American	Sub	\$0	0.00%	\$20,673	0.00%	\$20,673	0.00%
5		Other	Sub	\$0	0.00%	\$47,627	0.00%	\$47,627	0.00%
6		Total Minority Men	Sub	\$33,484,009	0.50%	\$16,166,756	0.24%	\$49,650,764	0.74%
7	Minority Women	Other	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
8		African American	Sub	\$311	0.00%	\$0	0.00%	\$311	0.00%
9		Asian Pacific American	Sub	\$9,480,235	0.14%	\$6,959,628	0.10%	\$16,439,863	0.25%
10		Hispanic American	Sub	\$26,770	0.00%	\$7,160,552	0.11%	\$7,187,322	0.11%
11		Native American	Sub	\$0	0.00%	\$8,924	0.00%	\$8,924	0.00%
		Other	Sub	\$0	0.00%	\$47,627	0.00%	\$47,627	0.00%
12	Total Minority Women ³	Sub	\$9,507,316	0.14%	\$14,129,104	0.21%	\$23,636,420	0.35%	
13	Minority Business Enterprise (MBE)	Sub	\$42,991,325	0.64%	\$30,295,860	0.45%	\$73,287,185	1.10%	
14	Women Business Enterprise (WBE)	Sub	\$2,101,572	0.03%	\$24,678,475	0.37%	\$26,780,047	0.40%	
15	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Sub	\$0	0.00%	\$199,453	0.00%	\$199,453	0.00%	
16	Disabled Veteran Business Enterprise (DVBE)	Sub	\$0	0.00%	\$7,537,661	0.11%	\$7,537,661	0.11%	
17	Persons with Disabilities Business Enterprise (DBE)	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
18	8(a)*	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%	
19	Total WMDVLGBTDBE Procurement ⁴	Sub	\$45,092,897	0.68%	\$62,711,450	0.94%	\$107,804,347	1.62%	
20									
21	Net Procurement		\$ 6,667,772,369		\$ 6,667,772,369		\$ 6,667,772,369		

Net Product Procurement	\$ 45,092,897
Net Service Procurement	\$ 62,711,450

1 Products include vendors with primary SIC Category Codes 24, 30, 34, 35, 36, 39, 50.

2 Services include vendors with primary SIC Category Codes 15, 16, 17, 42, 48, 49, 65, 73, 76, 81, 87, 89, 99.

3 The total procurement for minority women, i.e., \$23,636,420.34 is included as part of Total Minority Business Enterprises (Line 12). Consistent with Commission direction, total procurement for minority women is not included in Women Business Enterprises (Line 14) although T-Mobile believes that the failure to include that procurement in WBE as well as MBE provides the Commission with an incomplete view of procurement.

4 WMDVLGBTDBE supplier spend is based on total spend with all vendors certificated by the Supplier Clearinghouse and Small Business Administration pursuant to Section 8(a) of Small Business Act as amended (15 U.S.C. 637 (a)) or the Secretary of Commerce pursuant to Section 5 of Executive Order 11625.

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

** Percentage of Subscribers used in the calculation methodology is rounded to the nearest whole number/percentage.

Attachment 4

2022 Total WMDVLGBTDBE Detail by SIC - Direct and Sub**

SIC Code	SIC Description		African American		Asian Pacific American		Hispanic American		Native American		Other		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total WMDVLGBTDBE
			Female	Male	Female	Male	Female	Male	Female	Male	Female	Male							
15	Building Construction - General Contractors & Operative Builders	\$	\$0	\$731,109	\$10,016,901	\$276,258	\$187,155	\$2,068,020	\$0	\$0	\$10,403,305	\$7,737,585	\$13,280,125	\$10,403,305	\$199,321	\$7,537,582	\$0	\$0	\$31,420,333
		%	0.00%	0.01%	0.15%	0.00%	0.00%	0.03%	0.00%	0.00%	0.16%	0.12%	0.20%	0.16%	0.00%	0.11%	0.00%	0.00%	0.47%
16	Heavy Construction, Except Building Construction Contractors	\$	\$0	\$8,027,632	\$0	\$0	\$0	\$915,273	\$0	\$0	\$24,927,719	\$0	\$8,942,905	\$24,927,719	\$0	\$0	\$0	\$0	\$33,870,624
		%	0.00%	0.12%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.37%	0.00%	0.13%	0.37%	0.00%	0.00%	0.00%	0.00%	0.51%
17	Contructions - Special Trade Contractors	\$	\$0	\$1,297,427	\$0	\$2,025,341	\$0	\$746,105	\$0	\$0	\$90,711,844	\$46,129	\$4,114,871	\$90,711,844	\$132	\$0	\$0	\$0	\$94,826,847
		%	0.00%	0.02%	0.00%	0.03%	0.00%	0.01%	0.00%	0.00%	1.36%	0.00%	0.06%	1.36%	0.00%	0.00%	0.00%	0.00%	1.42%
24	Lumber and Wood Products, Except Furniture	\$	\$0	\$0	\$0	\$8,739,524	\$0	\$0	\$0	\$0	\$758,625	\$0	\$8,739,524	\$758,625	\$0	\$0	\$0	\$0	\$9,498,149
		%	0.00%	0.00%	0.00%	0.13%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.13%	0.01%	0.00%	0.00%	0.00%	0.00%	0.14%
30	Rubber and Miscellaneous Plastic Products	\$	\$0	\$0	\$0	\$0	\$0	\$391,829	\$0	\$0	\$0	\$0	\$391,829	\$0	\$0	\$0	\$0	\$0	\$391,829
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%
34	Fabricated Metal Products, Except Machinery & Transport Equipment	\$	\$0	\$0	\$0	\$31,722,499	\$0	\$3,992,835	\$0	\$0	\$843,822	\$0	\$35,715,334	\$843,822	\$0	\$0	\$0	\$0	\$36,559,156
		%	0.00%	0.00%	0.00%	0.48%	0.00%	0.06%	0.00%	0.00%	0.01%	0.00%	0.54%	0.01%	0.00%	0.00%	0.00%	0.00%	0.55%
35	Industrial and Commercial Machinery and Computer Equipment	\$	\$3,912,904	\$59,384,137	\$15	\$0	\$26,770	\$0	\$0	\$0	\$0	\$0	\$63,323,826	\$0	\$0	\$0	\$0	\$0	\$63,323,826
		%	0.06%	0.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.95%	0.00%	0.00%	0.00%	0.00%	0.00%	0.95%
36	Electronic, Electrical Equipment & Components, Except Computer Equipment	\$	\$0	\$800,667	\$3,613,473	\$9,934,753	\$0	\$0	\$0	\$0	\$133,836,432	\$0	\$14,348,893	\$133,836,432	\$0	\$0	\$0	\$0	\$148,185,325
		%	0.00%	0.01%	0.05%	0.15%	0.00%	0.00%	0.00%	0.00%	2.01%	0.00%	0.22%	2.01%	0.00%	0.00%	0.00%	0.00%	2.22%
39	Miscellaneous Manufacturing Industries	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$4,021,616	\$0	\$0	\$4,021,616	\$0	\$0	\$0	\$0	\$4,021,616
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.06%	0.00%	0.00%	0.06%	0.00%	0.00%	0.00%	0.00%	0.06%
42	Motor Freight Transportation	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$187,088	\$0	\$0	\$187,088	\$0	\$0	\$0	\$0	\$187,088
		%	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%
48	Communications	\$	\$0	\$8,532,386	\$0	\$130,192	\$6,713	\$30,070,019	\$0	\$0	\$12,916,981	\$0	\$38,739,311	\$12,916,981	\$0	\$0	\$0	\$0	\$51,656,292
		%	0.00%	0.13%	0.00%	0.00%	0.00%	0.45%	0.00%	0.00%	0.19%	0.00%	0.58%	0.19%	0.00%	0.00%	0.00%	0.00%	0.77%
50	Wholesale Trade - Durable Goods	\$	\$311	\$10,007,998	\$8,555,845	\$272,009,778	\$0	\$1,426,191	\$0	\$0	\$5,009,051	\$1,698,982	\$292,000,123	\$5,009,051	\$0	\$1,698,982	\$0	\$0	\$298,708,155
		%	0.00%	0.15%	0.13%	4.08%	0.00%	0.02%	0.00%	0.00%	0.08%	0.03%	4.38%	0.08%	0.00%	0.03%	0.00%	0.00%	4.48%
73	Business Services	\$	\$14,360	\$25,116	\$1,335,944	\$394,791,126	\$15,438,718	\$2,275,715	\$8,924	\$0	\$188,798,460	\$1,026	\$413,890,850	\$175,849,313	\$12,949,147	\$79	\$0	\$0	\$602,689,390
		%	0.00%	0.00%	0.02%	5.92%	0.23%	0.03%	0.00%	0.00%	2.83%	0.00%	6.21%	2.64%	0.19%	0.00%	0.00%	0.00%	9.04%
76	Miscellaneous Repair Services	\$	\$0	\$0	\$0	\$21,461,470	\$0	\$2,017,019	\$0	\$0	\$0	\$0	\$23,478,489	\$0	\$0	\$0	\$0	\$0	\$23,478,489
		%	0.00%	0.00%	0.00%	0.32%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.35%
81	Legal Services	\$	\$0	\$1,062	\$0	\$388	\$512,888	\$0	\$0	\$0	\$1,228,430	\$0	\$514,338	\$1,228,430	\$0	\$0	\$0	\$0	\$1,742,767
		%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.02%	0.00%	0.01%	0.02%	0.00%	0.00%	0.00%	0.00%	0.03%
87	Engineering, Accounting, Research, Management & Related Services	\$	\$0	\$164,060,924	\$1,162,763	\$29,666,685	\$0	\$0	\$0	\$20,673	\$9,939,740	\$0	\$194,911,046	\$9,939,740	\$0	\$0	\$0	\$0	\$204,850,786
		%	0.00%	2.46%	0.02%	0.44%	0.00%	0.00%	0.00%	0.00%	0.15%	0.00%	2.92%	0.15%	0.00%	0.00%	0.00%	0.00%	3.07%
89	Services, Not Elsewhere Classified	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,957,226	\$631,144	\$0	\$1,957,226	\$0	\$631,144	\$0	\$0	\$2,588,370
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.03%	0.01%	0.00%	0.03%	0.00%	0.01%	0.00%	0.00%	0.04%
99	Nonclassifiable Establishments	\$	\$0	\$117,257,933	\$0	\$0	\$0	\$216,321	\$0	\$0	\$4,864	\$2,243,767	\$117,474,254	\$4,864	\$0	\$2,243,767	\$0	\$0	\$119,722,886
		%	0.00%	1.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.03%	1.76%	0.00%	0.00%	0.03%	0.00%	0.00%	1.80%
	Total	\$	\$3,927,575	\$370,126,391	\$24,684,941	\$770,758,012	\$16,172,245	\$44,119,327	\$8,924	\$20,673	\$485,545,204	\$12,358,634	\$1,229,865,716	\$472,596,057	\$13,148,600	\$12,111,554	\$0	\$0	\$1,727,721,928
		%	0.059%	5.551%	0.37%	11.559%	0.243%	0.662%	0.00%	0.00%	7.282%	0.185%	18.445%	7.088%	0.197%	0.182%	0.00%	0.00%	25.911%

Total Product Procurement	\$ 560,688,056
Total Service Procurement	\$ 1,167,033,871
Net Procurement	\$ 6,667,772,369

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

** Percentage of Subscribers used in the calculation methodology is rounded to the nearest whole number/percentage.

Attachment 5

2022 Total WMDVLGBTDBE Results set by Goal**

	Year Result %	Year Goal %
Minority Male Business Enterprise	17.77%	7.50%
Minority Female Business Enterprise	0.67%	7.50%
Minority Business Enterprise (MBE)	18.45%	15%
Women Business Enterprise (WBE)	7.09%	5%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.20%	0.50%
Disabled Veteran Business Enterprise (DVBE)	0.18%	1.50%
Persons with Disabilities Business Enterprise (DBE)	0%	0%
8(a)*	0%	0%
Total	25.91%	22.00%

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

** Percentage of Subscribers used in the calculation methodology is rounded to the nearest whole number/percentage.

Attachment 6
2022 Total WMDVLGBTDBE Procurement Summary**

Line No.		Minority Men	Minority Women	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total WMDVLGBTDBE
1	Direct \$	\$1,135,421,267	\$21,157,265	\$1,156,578,531	\$445,816,009	\$12,949,147	\$4,573,893	\$0	\$0	\$1,619,917,581
2	Sub \$	\$49,650,764	\$23,636,420	\$73,287,185	\$26,780,047	\$199,453	\$7,537,661	\$0	\$0	\$107,804,347
3	Total \$	\$1,185,072,031	\$44,793,685	\$1,229,865,716	\$472,596,057	\$13,148,600	\$12,111,554	\$0	\$0	\$1,727,721,928

4	Direct %	17.03%	0.32%	17.35%	6.69%	0.19%	0.07%	0.00%	0.00%	24.29%
5	Sub %	0.74%	0.35%	1.10%	0.40%	0.00%	0.11%	0.00%	0.00%	1.62%
6	Total %	17.77%	0.67%	18.44%	7.09%	0.20%	0.18%	0.00%	0.00%	25.91%

7	Net Procurement	\$ 6,667,772,369
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* 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Percentage of Subscribers used in the calculation methodology is rounded to the nearest whole number/percentage.

Attachment 7
2022 Total WMDVLGBTDBE by Product and Services Categories**

Line No.	Actual 2022								Actual 2022						
	Products	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total WMDVLGBTDBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total WMDVLGBTDBE
2	SIC Code Description														
3	Raw Materials ¹	\$44,454,858	\$1,602,447	\$0	\$0	\$0	\$0	\$46,057,305	0.67%	0.02%	0.00%	0.00%	0.00%	0.00%	0.69%
4	Finished Product Misc Goods ²	\$63,715,655	\$4,021,616	\$0	\$0	\$0	\$0	\$67,737,272	0.96%	0.06%	0.00%	0.00%	0.00%	0.00%	1.02%
5	Finished Products Misc Goods ³	\$292,000,123	\$5,009,051	\$0	\$1,698,982	\$0	\$0	\$298,708,155	4.38%	0.08%	0.00%	0.03%	0.00%	0.00%	4.48%
6	Technical Equipment / Analysis Instruments ⁴	\$14,348,893	\$133,836,432	\$0	\$0	\$0	\$0	\$148,185,325	0.22%	2.01%	0.00%	0.00%	0.00%	0.00%	2.22%
7	SubTotal	\$414,519,528	\$144,469,546	\$0	\$1,698,982	\$0	\$0	\$560,688,056	6.22%	2.17%	0.00%	0.00%	0.00%	0.00%	8.41%
Actual 2022															
8	Services	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total WMDVLGBTDBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	8(a)*	Total WMDVLGBTDBE
9	SIC Code Description														
10	Construction / Facilities / Transportation Services ⁵	\$49,816,389	\$126,229,957	\$199,453	\$7,537,582	\$0	\$0	\$183,783,382	0.75%	1.89%	0.00%	0.11%	0.00%	0.00%	2.76%
11	Professional Services ⁶	\$608,801,896	\$187,746,279	\$12,949,147	\$631,223	\$0	\$0	\$810,128,545	9.13%	2.82%	0.19%	0.01%	0.00%	0.00%	12.15%
12	Legal Services ⁷	\$514,338	\$1,228,430	\$0	\$0	\$0	\$0	\$1,742,767	0.01%	0.02%	0.00%	0.00%	0.00%	0.00%	0.03%
13	Communications / Other Services ⁸	\$156,213,565	\$12,921,845	\$0	\$2,243,767	\$0	\$0	\$171,379,177	2.34%	0.19%	0.00%	0.03%	0.00%	0.00%	2.57%
14	SubTotal	\$815,346,187	\$328,126,511	\$13,148,600	\$10,412,573	\$0	\$0	\$1,167,033,871	12.23%	4.92%	0.20%	0.16%	0.00%	0.00%	17.50%
15	Total⁹	\$1,229,865,716	\$472,596,057	\$13,148,600	\$12,111,554	\$0	\$0	\$1,727,721,928	18.44%	7.09%	0.20%	0.18%	0.00%	0.00%	25.91%

¹Per the General Order, there are currently no numerical goals set for LGBTBEs. Nevertheless, T-Mobile is proud of the progress it has made in that area and continues to promote diversity procurement with LGBTBEs.

²Raw Materials include vendors with primary SIC Codes: 24, 34

³Finished Products Misc Goods include vendors with primary SIC Codes: 30, 35, 39, 50

⁴Technical Equipment / Analysis Instruments include vendors with primary SIC Codes: 36

⁵Construction / Facilities / Transportation Services include vendors with primary SIC Codes: 15, 16, 17, 41, 42, 49, 76

⁶Professional Services include vendors with primary SIC Codes: 65, 73, 87, 89

⁷Legal Services include vendors with primary SIC Codes: 81

⁸Communications / Other Services include vendors with primary SIC Codes: 27, 48, 99

⁹Consistent with the practice of other reporting utilities, T-Mobile has aligned its goals with the CPUC's goals.

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

** Percentage of Subscribers used in the calculation methodology is rounded to the nearest whole number/percentage.

Attachment 8

2022 Total WMDVLGBTDBE Procurement Summary with Handset/SIM Card Procurement Excluded from Net Procurement**

Line No.	Ethnicity	Direct	Sub	Total		
1	Minority Men	African American	\$364,738,645	\$5,387,746	\$370,126,391	12.22%
2		Asian Pacific American	\$550,893,874	\$38,516,827	\$589,410,700	19.46%
3		Hispanic American	\$38,441,436	\$5,677,891	\$44,119,327	1.46%
4		Native American	\$0	\$20,673	\$20,673	0.00%
5		Other	\$0	\$47,627	\$47,627	0.00%
6		Total Minority Men	\$954,073,955	\$49,650,764	\$1,003,724,719	33.14%
9	Minority Women	African American	\$3,927,264	\$311	\$3,927,575	0.13%
		Asian Pacific American	\$8,245,078	\$16,439,863	\$24,684,941	0.81%
		Hispanic American	\$8,984,922	\$7,187,322	\$16,172,245	0.53%
		Native American	\$0	\$8,924	\$8,924	0.00%
10		Other	\$0	\$0	\$0	0.00%
12		Total Minority Women¹	\$21,157,265	\$23,636,420	\$44,793,685	1.48%
14	Women Business Enterprise (WBE)	\$314,204,781	\$26,780,047	\$340,984,829	11.26%	
15	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	\$12,949,147	\$199,453	\$13,148,600	0.43%	
16	Disabled Veteran Business Enterprise (DVBE)	\$4,573,893	\$7,537,661	\$12,111,554	0.40%	
17	Persons with Disabilities Business Enterprise (DBE)	\$0	\$0	\$0	0.00%	
18	8(a)*	\$0	\$0	\$0	0.00%	
19	Total WMDVLGBTDBE Procurement²	\$1,306,959,041	\$107,804,347	\$1,414,763,387	46.71%	
20						
21	Net Procurement Without Handset			\$ 3,028,827,862	100%	

¹The total procurement for minority women, i.e., \$44,793,684 is included as part of Total Minority Business Enterprises (Line 12). Consistent with Commission direction, total procurement for minority women is not included in Women Business Enterprises (Line 14) although T-Mobile believes that the failure to include that procurement in WBE as well as MBE provides the Commission with an incomplete view of procurement.

²WMDVLGBTDBE supplier spend is based on total spend with all vendors certificated by the Supplier Clearinghouse and Small Business Administration pursuant to Section 8(a) of Small Business Act as amended (15 U.S.C. 637 (a)), or the Secretary of Commerce pursuant to Section 5 of Executive Order 11625.

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

** Percentage of Subscribers used in the calculation methodology is rounded to the nearest whole number/percentage.