



Mobilizing Your World

*AT&T Global Supplier Diversity
2014 Annual Report
2015 Annual Plan*

Table of Contents

Introduction	3
Our Commitment to Supplier Diversity	3
Letter from Ken McNeely, President of AT&T California	4
9.1.1 Summary and Description of Supplier Diversity Program Activities	6
9.1.2 Summary of Purchases	26
9.1.3 Program Expenses	40
9.1.4 Progress Toward Goal	43
9.1.5 Summary of Subcontracting Utilization.....	46
9.1.6 Supplier Complaints	49
9.1.7 Exclusions	49
9.1.8 Supplier Efforts in Underutilized Categories	49
9.1.9 Justification of Excluded Areas.....	52
9.1.10 Summary of Purchases	52
10.1.1 AT&T Global Supplier Diversity Goals	54
10.1.2 AT&T Global Supplier Diversity 2015 Plan.....	55
10.1.3 Supplier Recruitment in Specific Areas.....	56
10.1.4 Supplier Recruitment in Excluded Areas.....	56
10.1.5 2015 Engagement Plans for Primes	56
10.1.6 Plans for Complying with Diverse Business Enterprise Program Guidelines.....	57
AT&T Global Supplier Diversity – Resources & Links	58
Attachment A.....	59
Attachment B.....	61

Introduction

AT&T California (U 1001 C), AT&T Long Distance (U 5800 C), AT&T Corporation (U 5002C)¹ and AT&T Mobility (U 3021C)² (herein referred to as “AT&T”) hereby submit their Annual Report and Annual Plan pursuant to California Public Utilities Commission (CPUC) General Order 156.

The AT&T Global Supplier Diversity team oversees the supplier diversity programs on behalf of all AT&T companies, thus the reports for all of these entities are combined within this report. This filing describes the program activities and results that AT&T attained during January 1, 2014 through December 31, 2014. The Annual Plan also describes AT&T's Global Supplier Diversity Program objectives for 2015 and Supplier Diversity numerical purchasing goals.

Our Commitment to Supplier Diversity

AT&T is committed to continuous innovation to connect people everywhere they live and work and do it better than anyone else. We are advancing technologies that connect and mobilize our customers' world into a new dimension. As we focus on building the network of the future, our mission to work with innovative minority, woman and disabled veteran suppliers' remains critical to the business.

AT&T recognizes that diverse suppliers provide cutting-edge ideas, unique perspectives and innovation to our business. Qualified diversity organizations enhance our supply chain and allow us to meet the demands of our customers. For nearly five decades AT&T has been dedicated to supplier diversity, and will remain steadfast in our goal of procuring the best and brightest diverse businesses into the AT&T supply chain.

¹ Consistent with AT&T 's previous GO156 annual reports, the results for AT&T Corp. include the Teleport Communications American, LLC (“TCA”). On January 1, 2013, TCA began providing the services previously provided by TCG-San Francisco, TCG-Los Angeles TCG-San Diego.

² Effective March 13, 2014, AT&T acquisition of Cricket Communications Inc. (U 3076 C) was complete. Cricket Communication Inc. spend results are included within AT&T Mobility.

Letter from Ken McNeely, President of AT&T California



As the technology sector continues to grow and improve our lives, California remains the epicenter of progress and innovation.

At AT&T we're proud to deliver the critical digital infrastructure necessary for California's technology leadership through mobile, Internet Protocol (IP) and broadband services.

AT&T began its supplier diversity program in 1968. Since that time diversity has become ingrained in the company's values and culture. In 2014, for example, AT&T was recognized with the No. 1 Supplier Diversity Award by Diversity Inc. and received a 100% Best Place to Work Corporate Equality Index Score by Human Rights Campaign for the tenth year in a row.

We operate in a highly competitive and constantly changing business environment with rapidly shifting consumer demands, technologies and markets. What doesn't change is our commitment to diversity and working with diverse businesses.

We continue to support diverse suppliers through investments in education and mentorship and by building bridges to the technology industry through outreach programs, hack-a-thons, boot camps and "matchmaking" events.

As in years past, I am pleased to report that our results overall have exceeded our goals in many areas. AT&T California, for example, nearly doubled its goal, investing more than 41 percent with minority, women, and service-disabled veteran businesses.

Following our fast-track infrastructure deployment, which enabled our company to report unprecedented spending with diverse suppliers in 2013, AT&T spent \$2.04 billion with diverse suppliers in California in 2014; investments which directly support new jobs and opportunities in California's innovation economy.

As in the past, our company will continue to work with diverse suppliers to bring best in class communications technologies to our customers in California.

Sincerely,

A handwritten signature in black ink that reads "Ken McNeely".

Ken McNeely
President, AT&T California

AT&T

2014 Annual Report

9.1.1 Summary and Description of Supplier Diversity Program Activities

In 2014, AT&T's Supplier Diversity efforts led to results that well exceeded our corporate goal of 21.5%. AT&T combined companies spent \$2.04 Billion with diverse suppliers in California. AT&T's commitment to advanced technologies, investments in mentorship and outreach programs helped facilitate AT&T's California wireline business, as we invested nearly 42% of our total procurement spend with minority, women, and service-disabled veteran businesses.

AT&T California 2014 Results		
AT&T Supplier Diversity Corporate Goal	2014 Supplier Diversity Spend	2014 Supplier Diversity % of Total Spend
MBE: 15%	\$738.0m	27.83%
WBE: 5%	\$291.7m	11.00%
DVBE: 1.5%	\$76.9m	2.90%
Corp Goal: 21.5%	\$1.106b	41.74%

AT&T Supplier Diversity 2014 Highlights

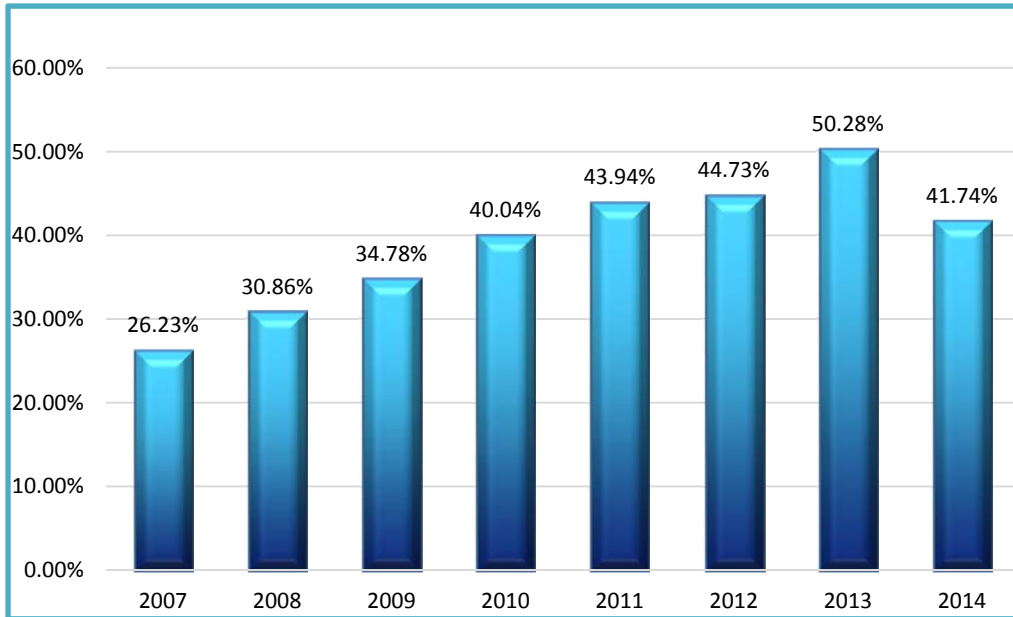
AT&T California-Wireline

In 2014 AT&T Supplier Diversity produced another year of solid results in our AT&T California market with minority, women and service disabled veteran businesses by generating over **\$1.1 billion** in supply chain spend. The number of AT&T Prime Suppliers exceeding 21.5% diversity supply chain utilization increased by 16%, and AT&T reports an astounding \$18.6m diverse advertising spend and 96% of our corporate legal diversity spend was with CPUC certified diversity firms.

With ever-growing consumer demand for higher speed, greater bandwidth and virtual solutions, we focused on leveraging diverse suppliers in strategic areas of AT&T's business, specifically those with expertise in Big Data, Mobile Solutions and Cloud. Over the past decade, AT&T and its affiliates through its Supplier Diversity program have procured over \$14 billion dollars with California diverse suppliers.

2014 Year in Review Highlights:

- AT&T Prime Suppliers exceeding 21.5% spend **increased by 16%**
- **96%** of the **Legal** diversity spend went to CPUC certified law firms
- \$18.6M Diversity Advertising spend
- AT&T California has consistently **exceeded 40% spend** since 2007



AT&T California reported diversity spend results in 2007 were \$729 million, and in 2013 set an all-time company record diversity spend of \$1.2 billion. Since 2007, AT&T California has consistently maintained percentage averages well above the GO 156 21.5% goal. Additionally, for the last four years AT&T California has spent over \$1 billion with diverse suppliers. AT&T is proud of the positive impact it has made in California's economy with respect to employment and economic development, and will continue to look to California as a strong source of diversity suppliers with key capabilities AT&T can utilize to ensure our continue success.

AT&T Mobility 2014 Results		
AT&T Supplier Diversity Corporate Goal	2014 Supplier Diversity Spend	2014 Supplier Diversity % of Total Spend
MBE: 15%	\$516.2mn	13.10%
WBE: 5%	\$210.0m	18.50%
DVBE: 1.5%	\$5.6m	0.14%
Corp Goal: 21.5%	\$731.9m	18.70%

AT&T Mobility

One of AT&T's key objectives is providing to our customers the nation's most reliable 4G LTE network. Since 2011, AT&T Mobility has heavily invested to enhance its network in the San Francisco metropolitan area and throughout the state. In 2014 AT&T Mobility experienced a year over year decrease in spend with diversity suppliers falling short of its 21.5% corporate goal diversity spend in California by 2.8%. The decline in spend is attributed to diversity supplier CPUC certification status and an overall reduced spend with suppliers during the second half of 2014. The AT&T Supplier Diversity Team remains committed to continuing and expanding outreach in the growth area of our business, and we remain hopeful that the development and expansion of our networks will provide opportunities for California diverse businesses in 2015 and beyond.

In 2007, AT&T Mobility spent just \$125 million with California diverse businesses. In 6 years AT&T's spend with California diversity businesses has increased by almost six times that level..

AT&T Global Supplier Diversity

Each year the Global Supplier Diversity team develops an aggressive strategy to serve the small business diverse market segment. The team assists California's diverse market in many ways and in 2014 we:

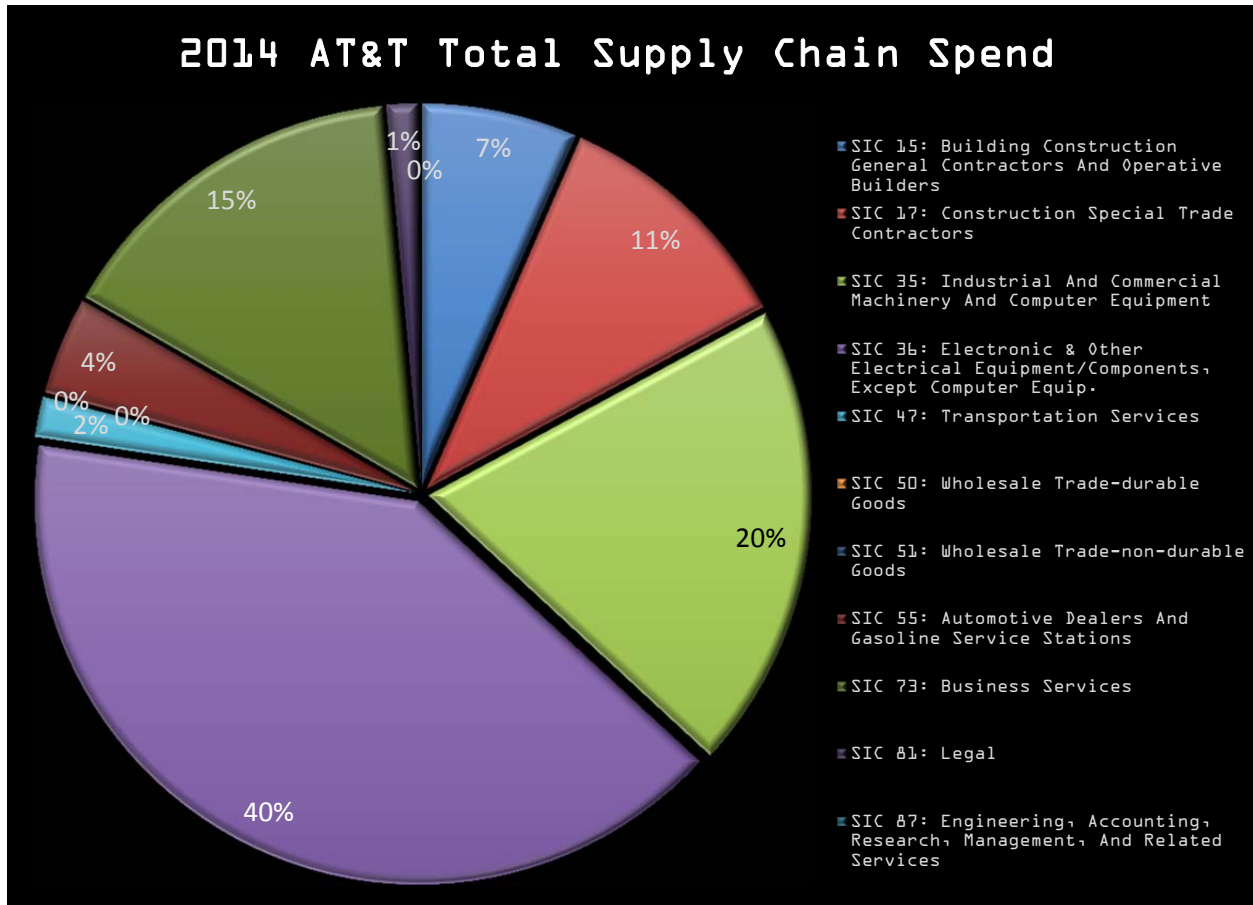
- Elevated Prime Suppliers engagement with diverse suppliers.
- Integrated new matchmaking.
- Advanced the number of invitations to prospective suppliers for contract opportunities.
- Expanded opportunities into critical areas of the business; and
- Mentored diverse businesses at every level of supply chain management.



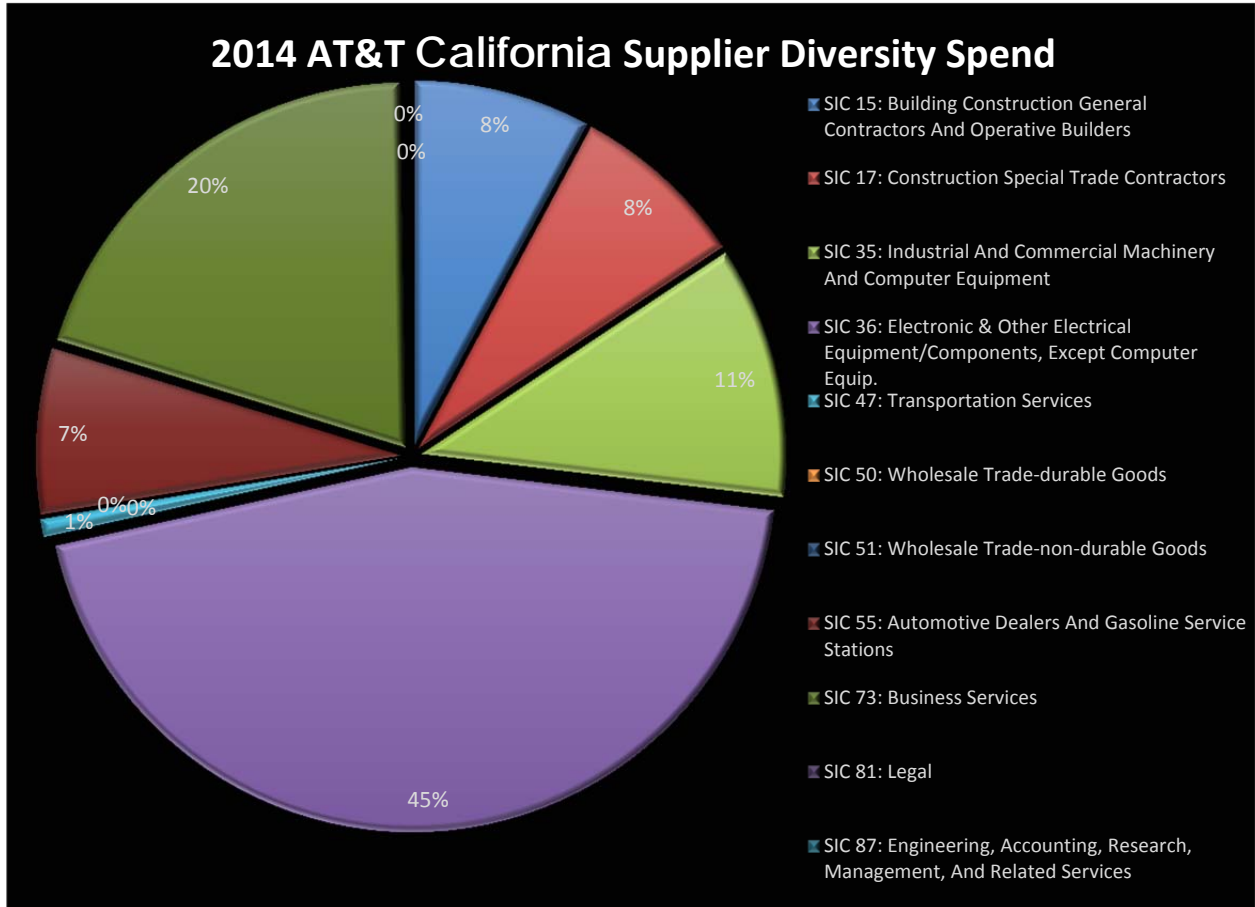
AT&T Supplier Diversity actively engages with various internal organizations such as sourcing, external affairs, regulatory, outreach ambassadors, the AT&T Foundry and many others to increase access for new and existing diversity suppliers. As our network continues to evolve, valuable growth opportunities will be presented to suppliers. Whether in areas involving marketing, product or network management, we will continue to actively search for and position diversity suppliers for contracting opportunities.

2014 AT&T Spend Total California Procurement by Standard Industrial Code (SIC)

The foregoing charts provide AT&T California's 2014 category spend results. The first chart display AT&T California's total supply chain spend, and the second chart is only AT&T California diversity spend results.



2014 AT&T Diversity California Spend – Procurement by Standard Industrial Code (SIC)



SIC Code Definitions – AT&T Supply Chain Operations

SIC 15:	Building Construction General Contractors And Operative Builders
SIC 17:	Construction Special Trade Contractors
SIC 35:	Industrial And Commercial Machinery And Computer Equipment
SIC 36:	Electronic & Other Electrical Equipment/Components, Except Computer Equipment
SIC 47:	Transportation Services
SIC 50:	Wholesale Trade-durable Goods
SIC 51:	Wholesale Trade-non-durable Goods
SIC 55:	Automotive Dealers And Gasoline Service Stations
SIC 73:	Business Services
SIC 81:	Legal
SIC 87:	Engineering, Accounting, Research, Management, And Related Services

2014 Supplier Diversity Program Summary

At AT&T, diversity means promoting an environment of inclusion. We understand that diverse businesses add value to our company through their innovation and fresh ideas. The Global Supplier Diversity team's mission is to expand contracts for existing suppliers, champion diversity into new channels, and connect prospective suppliers to sourcing for new contract opportunities. Below are a number of programs specifically designed to enable businesses to develop the knowledge and strengths required to grow and add value to AT&T and others.

Stakeholder Management

An important part of connecting California diverse businesses to potential opportunities is through our Stakeholder Management. This team designs and implements regional and national strategic communications, outreach plans, and educational opportunities and serves as the "front-door" to AT&T Supply Chain, advocating for new minority, women and/or disabled veteran businesses to various opportunities that were presented during the year. This team also shares critical knowledge on "How to Do Business with AT&T". The success of the Stakeholder Management group is supported by the strategic plan of the Supplier Diversity organization. Major categories executed in 2014 were:

- Prime Supplier Program
- Diversity Symposiums
- Championing California Business; and
- Promoting Diversity in the Supply Chain

Prime Supplier Program

AT&T is very proud of our Prime Supplier program, which we created 25 years ago. Historical results clearly indicate how instrumental our Prime Suppliers have been in assisting us in proliferating diversity businesses into AT&T's supply chain. The AT&T Prime Supplier program has dedicated supplier diversity managers who collaborate with our Prime Suppliers to create detailed plans for utilizing diversity suppliers, set meaningful goals for utilization of diversity suppliers as subcontractors and encourage development of innovative solutions for improving and tracking diversity results. The team also manages process improvements for monthly reporting as well as monitoring annual compliance results for the program.

In 2014, the AT&T Prime Supplier Program directed its focus on increasing both overall results and the number of contracts awarded to diverse subcontractors. It's clear that the message was received by our Prime Suppliers as AT&T's 2014 Prime Supplier Program results for California show a 6% year-over-year subcontracting spend increase from \$502 million in 2013 to \$533 million in 2014. Additional Prime Supplier Program highlights for 2014 included:

- National subcontracting spend increased to **\$2.9 billion in 2014** -- more than any other Fortune 500 company
- National disabled-veteran business enterprise subcontracting spend increased from \$56 million in 2013 to **\$204 million in 2014** -- a **220% increase**
- California-based disabled-veteran business enterprise subcontract spend increased from **\$10M in 2013 to \$35M** in 2014, a **250% increase**

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

- Automation of supplier notification
- Processes for tracking Prime Supplier results from AT&T Meet the Primes Matchmaker events
- Establishment of an escalation contact tree for Prime Suppliers deficient in reporting results
- Development of a Prime Supplier scorecard that incorporated subcontracting results and outreach activities for an overall picture of the Prime Suppliers commitment to supplier diversity; and
- Development of an internal Prime Supplier database for tracking communications and contract awards

In 2014, the Prime Supplier Program accomplishments included:

- Prime Supplier training
- Four training sessions for AT&T Contract Managers to ensure agreements contained diversity subcontracting utilization language
- One-on-one planning sessions
- **78** Prime Suppliers received The AT&T Supplier Diversity "Crystal Award" for **exceeding 21.5% diversity inclusion**

Meet the Primes Matchmaking

In 2014, AT&T hosted one large matchmaking event in Dallas, three virtual matchmakers and one regionally focused events in Chicago. These events were very successful, attracting **215** diverse suppliers and **87** AT&T Prime Suppliers resulting in **796** one-on-one meetings which led to several projected 2014-2015 contracts.

The Dallas AT&T Meet the Primes Matchmaker Event was designed to bring diverse suppliers together with AT&T Prime Suppliers for 15-minute face-to-face meetings. In each meeting, primes and diverse suppliers discussed current and future contract opportunities. In total, there were **241** meetings with 28 primes and 73 diverse suppliers. The Dallas event drew the most potential diverse suppliers from California. **25% of the diverse suppliers** attending these sessions were from California.

The three **virtual matchmaking events** focused on matching qualified diverse suppliers with subcontracting opportunities. Two of the events were focused on positioning diversity suppliers with Primes to support AT&T's deployment of Distributed Antennae Systems (DAS) and Small Cells.

The events continued to target key Prime Suppliers in less utilized and emerging markets, encouraging them to engage in one-on-one interviews with qualified diverse suppliers that were available for subcontracting relationships. Prospective subcontracting suppliers were identified in advance, to facilitate quality meetings with Prime Suppliers. Diverse suppliers met with AT&T Prime Suppliers and internal buyers to discuss contract opportunities in advertising, wireless construction, finance, legal services, managed/cloud services and marketing and communications.

Distributed Antenna System

As the needs of our supply chain continued to evolve and change, new methods were sought to continue proliferating contract opportunities. Previously, the Supplier Diversity team negotiated an arrangement with our Construction and Engineering team to assist in our network expansion through a strategy called the **Distributed Antenna System Performance Opportunity**

Development incubator program (DAS POD). It was extremely successful, as it provided minority/women/disabled veteran companies a tremendous opportunity for access, technical training and coaching, all of which helped them to win contracts



with AT&T. Over the past four years, diverse companies were awarded over \$207 million in DAS work and specifically **CPUC certified diverse suppliers** received **\$96.3 million**; work was performed in California and throughout other parts of the United States.

In 2014, as the network build-out with DAS matured, AT&T realized a shift in opportunities for diversity suppliers from tier 1 to tier 2. As a result of these changes, the team formulated a new method to procure DAS business for companies through a **Virtual Matchmaking** event that was conducted on May 13-15, 2014. Under assistance and direction of a disabled veteran events expert, AT&T Supplier Diversity team paired DAS Prime Suppliers with small diverse organizations using an on-line matchmaking portal. The use of a virtual matchmaking tool eliminated travel costs/expenses for participants. Some of the summary highlights are listed below.

- 40 prospective diverse businesses were invited with 31 participating, 10 of which from California
- 80 one-on-one meetings were scheduled with 16 Primes

AT&T Supply Chain Conferences

AT&T Supply Chain & Fleet Operations (SCFO) maintained their support of Supplier Diversity throughout 2014. Because our industry continues to be extremely dynamic, executive management determined that it would be of business value benefit to share AT&T's vision to our diverse suppliers. Supplier Diversity recognized that a face-to-face only conference limits the number of suppliers who could attend, so in 2014 we enhanced the Supply Chain Conferences by utilizing web conferencing technology to present the conference live to suppliers unable to attend in person. A record of the telecast was also disseminated to diverse suppliers via a broadcast message to a dozen California diverse business organizations that sent it to their members.

The Supplier Conferences were held in the spring and a fall at AT&T's headquarters in Dallas Texas, and were attended by a mixture of potential and current suppliers. Executive leadership discussed current and future goals, key principles, industry trends, technology transformations, the network of the future, network infrastructure and potential suppliers' roles in the year 2020. A total of 538 diverse suppliers registered and 23% were from California.

Championing California Businesses



“As a small women owned company it can be daunting to set your sights on large clients, 'Fortune 500' sized clients that have a lot of 'brick wall' intimidation.

When we made the commitment to put major effort and resources into landing business from enterprise companies, we met with a lot of those corporate brick walls. However, by consistently attending and participating in WBE outreach events, symposiums, workshops and matchmaking sessions, we began to build relationships and make process.

Our persistence is beginning to pay off. A big part of that pay-off is meeting the team of diversity experts at AT&T...They made it easy to understand where we could fit into their supply chain, and then educated us on how their vendor system worked and how to interface with those involved. We are getting a lot of support from AT&T and we know that this is just the beginning of a long term relationship.

This has truly been one of the bright spots in our efforts as we build business with major corporations.”

*Kelly Sparks Founder / Queen Bee
VMG / studio520, LLC*

Technical Assistance and Capacity Building

Bolstering suppliers' capabilities to win corporate contracts was delivered to micro, small and medium-sized certified diverse businesses in California through our three tiered Technical Assistance and Capacity Building plan. AT&T invested over \$1 million toward California diversity companies through training, sponsorships, workshops, and scholarships. Below is a summary of AT&T Supplier Diversity activities in 2014.

Level One: Tier-1 Initiatives

A significant number of engagements throughout the year involved assisting small diverse businesses that had either less than three years in business and/or less than \$1 million in annual sales revenues. At local events sponsored by regional diversity councils, local chambers and the SBA, we mentored micro to small diverse companies to better understand the process of working with a large corporation such as AT&T.

At these and many other events, AT&T Supplier Diversity was able to augment its ranks through the use of **Supplier Diversity Outreach Ambassadors** (SDOAs). SDOAs are volunteers trained by the AT&T Supplier Diversity team to assist at outreach events and diversity programs. They are primarily comprised of

"It is an honor to support AT&T as a Supplier Diversity Outreach Ambassador by helping prospective diversity suppliers present their services to AT&T. This creates an opportunity for AT&T to identify Diversity Suppliers that match our business requirements. I like participating in this process knowing that we are creating value for Diversity Suppliers, our company and helping our business communities."



Left to right: Jerry Higgs – AT&T Foundry Product Engineer
Lisa Castillo – AT&T Senior Supplier Diversity Manager
Max Ahmadi – AT&T Senior Contract Manager – AT&T Global Supplier Diversity

AT&T Supply Chain employees and management from our California External Affairs team. The SDOAs contribute considerably to the Supplier Diversity organization's participation in a significant number of trade fairs. Thirty percent of all AT&T Supplier Diversity outreach events are in California and SDOAs play a significant role in the success of those events. Additional 2014 Tier-1 initiatives are highlighted within the workshops, mentoring, and new program sections in this report.

Workshops

Several no-cost development sessions were offered or supported by AT&T. Typical subject matter covered during the events included:

- Understanding Technology in Your Industry
- Building Strategies to Secure Large Corporate Contracts
- How to do Business with AT&T Supplier Diversity
- Trends in the AT&T Supply Chain

An important part of AT&T Supplier Diversity's focus is to assist small companies' efforts to increase "capacity." In 2014, we conducted a workshop title "**How to Create an Effective Digital Footprint.**" One workshop was held in **Northern California** and the other in **Southern California**. These courses showed diverse companies how to

- Identify methods to research a company's digital footprint;
- Overcome an outdated or negative digital image;
- Improve marketing image on the web; and
- Harness the power of the internet to build a better brand

Mentoring

Disabled-Veteran Business Enterprises

In 2011 AT&T's Operation Hand Salute (OHS) program was initiated in collaboration with John F. Kennedy (JFK) University in Concord, California to enhance business success using three pillars for success: education, mentoring and opportunity. This on-going AT&T program helps service disabled veteran-owned businesses improve operations and provide tools to become better positioned for future growth. Since launching these classes four years ago, Supplier Diversity has sponsored 53 students. In 2014, JFK successfully graduated 18 business persons from DVBE corporations, 5 of which were from California.

The 2014 class attended a 15-week session which combined graduate level business courses with the pairing of candidates with various executive mentors.

Below are the 2014 OHS graduate statistics:

- **\$132 million** end of year total Tier-1 and Tier-2 contracts awarded to OHS graduates
- **79%** of companies stated they were experiencing significant success
- Over **\$500,000** cumulative dollar value of in-year AT&T business
- **2** Californian **DVBES** were accepted for Tier-2 work with AT&T



“The 2014 AT&T Operation Hand Salute program, spearheaded through John F. Kennedy University’s “Institute of Entrepreneurial Leadership”, was an experience I will never forget.

Before starting this class, I will have to admit I was skeptical about the program. To my surprise, the principles taught in this course were truly transformational and in my opinion should be a requirement for all small businesses, particularly service disabled veteran owned business owners.

The class, led by Dr. Deju and Dina Finta, taught me pragmatic lessons that a typical MBA program never covers. Without the support and encouragement of the AT&T Supplier Diversity team to the disabled veteran business community, I would not have participated in this remarkable opportunity.

As a result of this experience, “The Severson Group” has now become a contingent workforce staffing provider to AT&T. We have hired 3 additional employees and forecast a 5% growth in annual revenue. The real world business fundamentals taught in the program will be invaluable as we continue capitalizing on future opportunities.”

*Robert Severson, President & CEO, The Severson Group
January 23, 2015*

Level Two: Tier-2 Initiatives

Scholarships

Executive level scholarships continued to be an important part of AT&T’s programs offered by the Diversity organization. In conjunction with major universities throughout the United States, the Supplier Diversity team selected a handful of mid-size diverse businesses that had more than three years’ experience and more than \$1 million in annual sales revenues to participate in the scholarship program.

Twelve scholarships were awarded to medium business representatives to attend an executive training class, and 8% of the California businesses that applied were selected. 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

AT&T Scholarships Awarded in 2014



**US Pan Asian American
Chamber of Commerce
Education Foundation**

Business Express: Ready Set Grow

Northwestern University

Advanced Management Education Program

Dartmouth College

Building a High Performing Minority Business
and Growing a Minority Business to Scale

Dartmouth College/WBENC

Tuck – Women’s Business Enterprise
National Council Executive Program

Texas A&M

The Entrepreneurship Boot-camp
for Veterans with Disabilities

Level Three: Tier-3 Initiatives

Moving to the Next Spend Level

Diverse suppliers in the third tier category are already established in the AT&T supply chain, however still benefit from on-going active engagement with the Global Supplier Diversity team and supply chain executives. By bolstering tier-3 suppliers not only boosts the strength of the pool of diverse suppliers, but also the supply chain as a whole. Strategic sourcing leaders were very collaborative with the supplier diversity team and helped identify key areas of the business to target for opportunities. A combination of mentoring, coaching, and access to opportunities all assisted in tier-3 suppliers' growth.

Business Reshaping

After working diligently within our diverse supply chain portfolio, the Supplier Diversity organization uncovered a pattern of severe dependency of some diverse businesses on AT&T's business. We also determine that several of our existing diversity supplier's core competencies were in technological areas slowly being retired by AT&T. Through the existing relationship with JFK University, the AT&T Diversity team created a program entitled "Business Reshaping" for the purpose of helping our diversity supplier diversity their revenue stream and transition their core competencies into technological growth areas.



"AT&T sponsored Allied Network Solutions (ANS) to participate in the John F Kennedy Business Reshaping program. Over the course of 22 weeks the program guided us through mentorship, developing a "forward thinking" business plan and helped us create a concise strategy for growth. ANS believes as a result of this work with JFK University and the support of AT&T, we are positioned to grow by more than 9% a year over the next 3 years. Thanks to AT&T and the leadership at JFK University, ANS has a clear path to the future and plan on how to get there."

Roger Schnorenberg - CEO, Allied Network Solutions

Over the last two years, AT&T has sent 31 diverse suppliers, eight of which from California, through the John F. Kennedy University's "Business Reshaping" program. While most of attendees were already in the AT&T Supply Chain, a handful of prospective suppliers were invited to participate if leadership felt their size or expertise had future potential.

The 12-week class was demanding, requiring businesses to conduct a thorough analysis of their organization. Regardless of how long diverse executives have been in business, this program “tore down walls” which allowed them to truly examine their company, its strategy and find new ways to make them more relevant in today’s business climate.

Promoting Supplier Diversity

The AT&T Supplier Diversity team continues to advance how we communicate AT&T successes in promoting and increasing the use of diversity suppliers. AT&T issued Prime Supplier awards, employee awards, internal business unit awards and other recognitions to promote our corporate and individual commitment to supplier diversity inclusion.

The Crystal Award

Our Prime Suppliers continue to be an integral part of our Supplier Diversity program. Since Tier-1 vendors are critical to our spend results, the team created the **Crystal Award** for Prime Suppliers that met or exceed 21.5% diversity spend in their supply chain.

Last summer the AT&T Supply Chain Fleet Operations group celebrated our Primes’ \$2.6 billion national spend with diverse suppliers. Specifically the Supplier Diversity team presented 78 Prime Suppliers with the Crystal Award during a ceremony in Dallas Texas, and four Crystal Award winners were California-based Prime Suppliers.

The Spark Award

The Supplier Diversity team continued its recognition of supply chain employees with the **Spark Award**. The significance of the Spark Award was to acknowledge employees who embraced our diversity mission of increasing corporate contracts to certified diverse organizations. Thirteen supply chain employees received the award. Such recipients are an important asset to Supplier Diversity’s vision and outreach program.

The Harden Award

AT&T Executives that showed substantial advancement in their channel’s Supplier Diversity results were acknowledged by receiving the **Harden Award**, named in honor of Tim Harden, former President of Supply Chain & Fleet Operations. During 2014, 21 officers were honored for their dedication and engagement with diverse companies. This award reinforces AT&T’s commitment to achieving 21.5% diversity spend.

Public Award Recognition

From a regional to national level, AT&T Supplier Diversity was recognized by multiple organizations during the prior year. Public acknowledgement of our work in the diversity community is valued throughout the ranks at AT&T. The name of the award and the organization that issued the honor to AT&T Supplier Diversity are set forth below.

2014 Top Corp Awards

■ Regional ■ National

Women's Business Enterprise National Council (WBENC)

Spring 2014 - AT&T was named WBENC's Top Corporation of the Year

Hispanic Business Magazine

Spring 2014 Issue - Best of the Best Supplier Diversity Programs

US Veterans Magazine

Summer 2014 - AT&T awarded one of the Top Supplier Diversity Programs

National Veteran-Owned Business Association

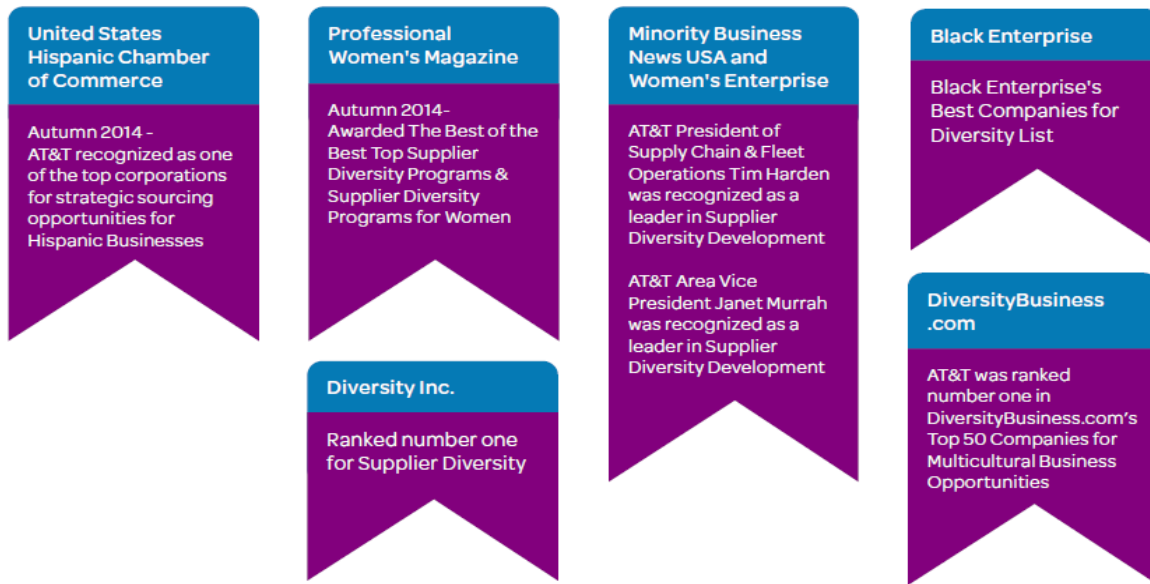
Spring 2014 - AT&T was named WBENC's Top Corporation of the Year

ASTRA Women's Business Alliance

Autumn 2014 ASTRA Done Deals Award
Autumn 2014 Corporate Advocate of the Year Award - West

Western Region Minority Supplier Development Council

Winter 2014 - AT&T was awarded top Supplier Diversity program for Minority Businesses Enterprise spend



Supplier Diversity Education

AT&T sponsored a free on-line diversity and inclusion class designed for all employees. The class entitled “Diversity-Many Backgrounds, One Focus,” shared AT&T’s commitment to diversity throughout the organization. In particular, the class outlines AT&T’s Supplier Diversity legacy of leadership that ensures diversity suppliers are part of the AT&T Supply Chain. Our employee base is a true reflection of how the company celebrates all types of diversity. Happily we can report over the last five years over 100,000 employees have completed this course, which was nearly 50% of our workers world-wide.

Prime Supplier Newsletter

In 2014, AT&T Supplier Diversity began publication of its newsletter, “The Prime”. The purpose of the The Prime is to disseminate constructive information regarding AT&T’s Supplier Diversity Program and our AT&T prime suppliers. The publication is distributed to all AT&T contract managers and over 100 top AT&T prime suppliers. Every edition of the The Prime also features an AT&T Prime Supplier who has achieved outstanding AT&T Supplier Diversity results. The newsletter provides information regarding significant accomplishments such as The Harden Award, and includes topics on best practices and matchmaking sessions. Every newsletter contains AT&T Supplier Diversity Channel Management Team contact information and the AT&T Supplier Diversity website link.

9.1.2 Summary of Purchases

2014 – AT&T California Results by Ethnicity

AT&T California 2014 Results by Ethnicity & Gender					
		Direct	Sub	Total \$	Total %
Minority Men	Asian Pacific American	\$66,512,813	\$46,414,425	\$112,927,238	4.26%
	African American	\$42,477,707	\$68,215,357	\$110,693,064	4.17%
	Hispanic American	\$126,141,680	\$165,496,444	\$291,638,124	11.00%
	Native American	\$3,727,061	\$18,136,209	\$21,863,270	0.82%
	Multi-Ethnic American	\$128,726	\$40,152,063	\$40,280,789	1.52%
	Total Minority Men		\$238,987,987	\$338,414,498	\$577,402,485
Minority Women	Asian Pacific American	\$19,087,807	\$10,092,268	\$29,180,075	1.10%
	African American	\$121,068	\$2,826,614	\$2,947,682	0.11%
	Hispanic American	\$99,290,344	\$14,209,312	\$113,499,656	4.28%
	Native American	\$348,704	\$10,388,542	\$10,737,246	0.40%
	Multi-Ethnic American	\$0	\$4,252,046	\$4,252,046	0.16%
	Total Minority Women		\$118,847,923	\$41,768,781	\$160,616,704
Total Minority Business Enterprise--MBE		\$357,835,910	\$380,183,279	\$738,019,189	27.83%
Women Business Enterprise--WBE		\$174,543,980	\$117,206,955	\$291,750,935	11.00%
Subtotal MBE & WBE		\$532,379,890	\$497,390,234	\$1,029,770,124	38.84%
Disabled Veteran Business Enterprise-DVBE		\$41,589,697	\$35,341,920	\$76,931,617	2.90%
Total MBE, WBE, DVBE		\$573,969,587	\$532,732,154	\$1,106,701,741	41.74%
Total Product/Service Procurement					\$2,651,603,519

AT&T California Purchases by SIC Code

2014 AT&T California																				
Product/Service Descriptions by SIC	ASIAN-PACIFIC		BLACK		HISPANIC		NATIVE AMERICAN		MULTI-ETHNIC		TOTAL MEN	TOTAL WOMEN	TOTAL MBE	TOTAL WBE	SUBTOTAL M/WBE	TOTAL DVBE	TOTAL M/W/DVBE	TOTAL COMPANY		
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MBE	MBE	MBE	WBE	M/WBE	DVBE	M/W/DVBE	MBE	WBE	
SIC 15: Building Construction General Contractors And Operative Builders	\$ 3,100,612	\$1,353,947	\$3,021,348	\$321,729	\$12,719,894	\$21,146,265	\$249,300	\$40,721	\$1,094,987	\$276	\$20,186,141	\$22,862,939	\$43,049,080	\$15,664,836	\$58,713,916	\$28,151,919	\$86,865,835	\$174,270,863		
	% 1.78%	0.78%	1.73%	0.18%	7.30%	12.13%	0.14%	0.02%	0.63%	0.00%	11.58%	13.12%	24.70%	8.99%	33.69%	16.15%	49.85%	100.00%		
SIC 17: Construction Special Trade Contractors	\$ 2,370,877	\$510,489	\$2,131,273	\$1,577	\$22,080,792	\$3,085,844	\$655,409	\$3,842,038	\$561,210	\$1,421	\$27,799,561	\$7,441,369	\$35,240,930	\$50,227,582	\$85,468,513	\$1,426,461	\$86,894,973	\$279,360,171		
	% 0.85%	0.18%	0.76%	0.00%	7.90%	1.10%	0.23%	1.38%	0.20%	0.00%	9.95%	2.66%	12.61%	17.98%	30.59%	0.51%	31.10%	100.00%		
SIC 35: Industrial And Commercial Machinery And Computer Equipment	\$ 28,615,938	\$16,001,947	\$23,916,721	\$21,255	\$5,665,778	\$9,355,988	\$55,688	\$0	\$2,724,131	\$175,040	\$60,978,256	\$25,554,229	\$86,532,485	\$36,563,102	\$123,095,587	\$979,221	\$124,074,808	\$524,003,092		
	% 5.46%	3.05%	4.56%	0.00%	1.08%	1.79%	0.01%	0.00%	0.52%	0.03%	11.64%	4.88%	16.51%	6.98%	23.49%	0.19%	23.68%	100.00%		
SIC 36: Electronic & Other Electrical Equipment/Components, Except Computer Equip.	\$ 54,724,795	\$3,300,637	\$41,887,274	\$890,466	\$129,279,109	\$47,427,211	\$8,025,376	\$5,630,586	\$27,132,399	\$3,954,550	\$261,048,953	\$61,203,451	\$322,252,403	\$137,070,347	\$459,322,750	\$35,135,586	\$494,458,336	\$1,073,065,078		
	% 5.10%	0.31%	3.90%	0.08%	12.05%	4.42%	0.75%	0.52%	2.53%	0.37%	24.33%	5.70%	30.03%	12.77%	42.80%	3.27%	46.08%	100.00%		
SIC 47: Transportation Services	\$ 206,969	\$3,824	\$433,815	\$246	\$487,729	\$479,036	\$71,871	\$0	\$397,094	\$0	\$1,597,478	\$483,106	\$2,080,584	\$6,539,718	\$8,620,302	\$162,085	\$8,782,387	\$45,083,067		
	% 0.46%	0.01%	0.96%	0.00%	1.08%	1.06%	0.16%	0.00%	0.88%	0.00%	3.54%	1.07%	4.62%	14.51%	19.12%	0.36%	19.48%	100.00%		
SIC 50: Wholesale Trade-durable Goods	\$ 0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$9,820	\$9,820	\$0	\$9,820	\$370,424		
	% 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%	2.65%	0.00%	0.00%	2.65%	100.00%		
SIC 51: Wholesale Trade-non-durable Goods	\$ 633	\$0	\$283,717	\$0	\$0	\$286,168	\$0	\$0	\$31,232	\$0	\$315,582	\$286,168	\$601,750	\$250,360	\$852,110	\$1,437	\$853,547	\$2,945,835		
	% 0.02%	0.00%	9.63%	0.00%	0.00%	9.71%	0.00%	0.00%	1.06%	0.00%	10.71%	9.71%	20.43%	8.50%	28.93%	0.05%	28.97%	100.00%		
SIC 55: Automotive Dealers And Gasoline Service Stations	\$ 38,501	\$752	\$36,287	\$0	\$43,739,135	\$26,315,016	\$25,476	\$0	\$1,025,080	\$0	\$44,864,479	\$26,315,768	\$71,180,247	\$317,095	\$71,497,342	\$9,900,446	\$81,397,788	\$109,469,384		
	% 0.04%	0.00%	0.03%	0.00%	39.96%	24.04%	0.02%	0.00%	0.94%	0.00%	40.98%	24.04%	65.02%	0.29%	65.31%	9.04%	74.36%	100.00%		
SIC 73: Business Services	\$ 23,655,544	\$8,008,479	\$37,052,914	\$1,652,542	\$77,257,702	\$5,404,127	\$12,780,150	\$1,223,901	\$7,314,282	\$120,759	\$158,060,592	\$16,409,808	\$174,470,399	\$44,774,251	\$219,244,650	\$1,964,551	\$221,209,201	\$404,475,332		
	% 5.85%	1.98%	9.16%	0.41%	19.10%	1.34%	3.16%	0.30%	1.81%	0.03%	39.08%	4.06%	43.13%	11.07%	54.20%	0.49%	54.69%	100.00%		
SIC 81: Legal	\$ 213,369	\$0	\$1,929,216	\$59,866	\$407,985	\$0	\$0	\$0	\$375	\$0	\$2,550,945	\$59,866	\$2,610,811	\$333,735	\$2,944,546	\$0	\$2,944,546	\$35,377,340		
	% 0.60%	0.00%	5.45%	0.17%	1.15%	0.00%	0.00%	0.00%	0.00%	0.00%	7.21%	0.17%	7.38%	8.32%	0.00%	8.32%	100.00%			
SIC 87: Engineering, Accounting, Research, Management, And Related Services	\$ 0	\$0	\$499	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$499	\$0	\$499	\$89	\$588	\$0	\$588	\$3,182,933		
	% 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%	0.00%	0.00%	0.02%	100.00%		
GROSS PRODUCTS/SERVICES PROCUREMENT	\$ 112,927,238	\$29,180,075	\$110,893,064	\$2,847,682	\$291,638,124	\$113,499,656	\$21,863,270	\$10,737,248	\$40,280,789	\$4,252,046	\$577,402,485	\$160,616,704	\$738,019,189	\$291,750,935	\$1,029,770,124	\$76,831,617	\$1,106,701,741	\$2,651,803,519		
	% 4.26%	1.10%	4.17%	0.11%	11.00%	4.28%	0.82%	0.40%	1.52%	0.18%	21.78%	6.06%	27.83%	11.00%	38.84%	2.90%	41.74%	100.00%		

2014 – AT&T Long Distance Results by Ethnicity

AT&T Long Distance 2014 Results by Ethnicity & Gender					
		Direct	Sub	Total \$	Total %
Minority Men	Asian Pacific American	\$1,747,961	\$1,354,410	\$3,102,371	4.11%
	African American	\$899,773	\$1,990,579	\$2,890,352	3.83%
	Hispanic American	\$1,952,403	\$4,829,318	\$6,781,721	8.98%
	Native American	\$5,883	\$529,229	\$535,112	0.71%
	Multi-Ethnic American	\$859	\$1,171,669	\$1,172,528	1.55%
	Total Minority Men	\$4,606,878	\$9,875,205	\$14,482,083	19.18%
Minority Women	Asian Pacific American	\$814,548	\$294,500	\$1,109,049	1.47%
	African American	\$5,396	\$82,483	\$87,879	0.12%
	Hispanic American	\$2,744,872	\$414,639	\$3,159,511	4.19%
	Native American	\$14,948	\$303,146	\$318,094	0.42%
	Multi-Ethnic American	\$0	\$124,078	\$124,078	0.16%
	Total Minority Women	\$3,579,765	\$1,218,846	\$4,798,611	6.36%
Total Minority Business Enterprise--MBE		\$8,186,643	\$11,094,052	\$19,280,694	25.54%
Women Business Enterprise--WBE		\$2,800,840	\$3,420,193	\$6,221,033	8.24%
Subtotal MBE & WBE		\$10,987,483	\$14,514,244	\$25,501,727	33.78%
Disabled Veteran Business Enterprise-DVBE		\$321,547	\$0	\$321,547	0.43%
Total MBE, WBE, DVBE		\$11,309,030	\$14,514,244	\$25,823,274	34.21%
Total Product/Service Procurement				\$75,488,327	

2014 - AT&T Long Distance				
Number of Direct Spend Diverse Suppliers				
	DVBE	MBE	WBE	Total
Grand Total	10	108	99	217
Payment to Direct Suppliers (\$M)				
	DVBE	MBE	WBE	Total
Grand Total	\$0.32	\$19.28	\$6.22	\$25.82
<p>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 the Clearinghouse to determine the path forward on how to capture this data with the California Clearinghouse to determine the path forward on how to capture this data</p>				

AT&T Long Distance Purchases by SIC Code

2014 AT&T Long Distance		ASIAN-PACIFIC		BLACK		HISPANIC		NATIVE AMERICAN		MULTIETHNIC		TOTAL	TOTAL	TOTAL	TOTAL	SUBTOTAL	TOTAL	2014 TOTAL	2014 TOTAL	
Product/Service Descriptions		MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MBE	WBE	M/MBE	DVBE	M/M/DVBE	M/MBE	COMPANY
												%	%	%	%	%	%	%	%	PURCHASES
SIC 15: Building Construction General Contractors And Operative Builders	\$	\$37,996	\$39,684	\$91,482	\$9,388	\$94,944	\$21,020	\$7,275	\$1,652	\$29,182	\$8	\$260,878	\$71,752	\$332,630	\$453,909	\$786,539	\$16,265	\$802,704	\$2,163,617	
	%	0.05%	0.05%	4.23%	0.43%	4.39%	0.97%	0.34%	0.08%	1.35%	0.00%	12.06%	3.32%	15.37%	20.98%	36.35%	0.75%	37.10%	10.00%	
SIC 17: Construction Special Trade Contractors	\$	\$59,716	\$4,389	\$49,067	\$46	\$182,194	\$57,066	\$19,125	\$112,114	\$16,278	\$41	\$326,381	\$173,656	\$500,037	\$481,768	\$981,805	\$0	\$981,805	\$70,687	
	%	84.48%	6.21%	69.41%	0.07%	257.75%	80.73%	27.06%	158.60%	23.03%	0.06%	461.72%	245.67%	70.739%	681.55%	138.94%	0.00%	138.94%	10.00%	
SIC 35: Industrial And Commercial Machinery And Computer Equipment	\$	\$915,657	\$672,280	\$877,707	\$620	\$196,424	\$273,015	\$2,189	\$0	\$79,492	\$5,108	\$20,714,69	\$951,024	\$3,022,493	\$1,413,910	\$4,436,403	\$8,346	\$4,444,750	\$23,260,537	
	%	3.95%	2.90%	3.79%	0.00%	0.85%	1.28%	0.01%	0.00%	0.34%	0.02%	8.94%	4.11%	13.05%	6.10%	19.36%	0.04%	19.19%	10.00%	
SIC 36: Electronic & Other Electrical Equipment Components, Except Computer Equip.	\$	\$119,248	\$99,710	\$70,472	\$25,985	\$3,920,333	\$14,310,47	\$129,380	\$168,595	\$791,716	\$115,397	\$6,734,083	\$1840,735	\$8,574,818	\$2,153,447	\$10,728,265	\$2,356	\$10,730,621	\$28,769,002	
	%	4.35%	0.35%	2.43%	0.09%	13.63%	4.97%	0.45%	0.59%	2.75%	0.40%	23.41%	6.40%	29.81%	7.49%	37.29%	0.01%	37.30%	10.00%	
SIC 47: Transportation Services	\$	\$6,081	\$170	\$13,010	\$11	\$15,109	\$14,047	\$2,099	\$0	\$11,588	\$0	\$4,787	\$14,228	\$62,115	\$195,497	\$257,612	\$25	\$257,637	\$923,394	
	%	0.66%	0.02%	1.41%	0.00%	1.64%	1.52%	0.23%	0.00%	1.25%	0.00%	1.54%	21.7%	27.90%	21.7%	0.00%	0.00%	6.39%	10.00%	
SIC 50: Wholesale Trade - Durable Goods	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$438	\$438	\$0	\$438	\$6,853	
	%	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%	6.39%	6.39%	0.00%	6.39%	10.00%	
SIC 51: Wholesale Trade - Non-Durable Goods	\$	\$0	\$0	\$8,279	\$0	\$0	\$11,727	\$0	\$0	\$9,11	\$0	\$9,190	\$11,727	\$20,918	\$7,306	\$28,224	\$0	\$28,224	\$87,653	
	%	0.00%	0.00%	9.45%	0.00%	0.00%	13.38%	0.00%	0.00%	10.4%	0.00%	10.49%	13.38%	23.86%	8.34%	32.20%	0.00%	32.20%	10.00%	
SIC 55: Automobile Dealers And Gasoline Service Stations	\$	\$1,123	\$33	\$847	\$0	\$149,028	\$1,173,279	\$743	\$0	\$29,913	\$0	\$181,655	\$1,173,213	\$1,354,968	\$9,256	\$1,364,224	\$285,016	\$1,649,240	\$2,178,732	
	%	0.05%	0.00%	0.04%	0.00%	6.84%	53.85%	0.03%	0.00%	1.37%	0.00%	8.34%	53.85%	62.39%	0.42%	62.62%	13.08%	75.70%	10.00%	
SIC 73: Business Services	\$	\$879,806	\$292,781	\$1,063,496	\$49,160	\$2,205,804	\$178,209	\$374,200	\$35,733	\$213,437	\$3,524	\$4,736,843	\$559,507	\$5,296,350	\$1,490,649	\$6,786,999	\$9,639	\$6,796,638	\$16,494,463	
	%	5.33%	1.78%	6.45%	0.30%	13.37%	10.8%	2.27%	0.22%	1.29%	0.02%	28.72%	3.39%	32.11%	9.04%	41.25%	0.06%	41.21%	10.00%	
SIC 81: Legal	\$	\$9,510	\$0	\$85,991	\$2,668	\$38,185	\$0	\$0	\$0	\$11	\$0	\$113,698	\$2,668	\$116,366	\$14,852	\$131,218	\$0	\$131,218	\$159,132	
	%	0.59%	0.00%	5.38%	0.17%	1.14%	0.00%	0.00%	0.00%	0.00%	0.00%	7.11%	0.17%	7.28%	0.93%	8.21%	0.00%	8.21%	10.00%	
SIC 87: Engineering, Accounting, Research, Management, And Related Services	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$34,258	
	%	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%	10.00%	
GROSS PRODUCTS/SERVICES PROCUREMENT	\$	\$3,102,371	\$1,109,049	\$2,890,352	\$87,879	\$6,781,721	\$3,159,511	\$535,112	\$318,094	\$1,172,528	\$124,078	\$14,482,083	\$4,798,611	\$19,280,694	\$6,221,033	\$25,501,727	\$321,547	\$25,823,274	\$75,488,327	
	%	4.11%	1.47%	3.83%	0.12%	8.98%	4.39%	0.71%	0.42%	1.55%	0.16%	19.48%	6.36%	25.54%	8.24%	33.78%	0.43%	34.21%	10.00%	

2014 - AT&T Communications of CA Results by Ethnicity

AT&T Communications of California					
2014 Results by Ethnicity & Gender					
		Direct	Sub	Total \$	Total %
Minority Men	Asian Pacific American	\$28,212,862	\$4,936,975	\$33,149,838	5.10%
	African American	\$32,756,122	\$7,255,880	\$40,012,002	6.16%
	Hispanic American	\$8,365,886	\$17,603,403	\$25,969,289	4.00%
	Native American	\$756,596	\$1,929,099	\$2,685,694	0.41%
	Multi-Ethnic American	\$0	\$4,270,865	\$4,270,865	0.66%
	Total Minority Men		\$70,091,466	\$35,996,222	\$106,087,688
Minority Women	Asian Pacific American	\$5,693,712	\$1,073,487	\$6,767,199	1.04%
	African American	\$25,224	\$300,659	\$325,883	0.05%
	Hispanic American	\$14,651,600	\$1,511,406	\$16,163,006	2.49%
	Native American	\$69,869	\$1,105,001	\$1,174,870	0.18%
	Multi-Ethnic American	\$0	\$452,278	\$452,278	0.07%
	Total Minority Women		\$20,440,405	\$4,442,831	\$24,883,236
Total Minority Business Enterprise--MBE		\$90,531,871	\$40,439,052	\$130,970,923	20.16%
Women Business Enterprise--WBE		\$27,536,628	\$12,466,982	\$40,003,611	6.16%
Subtotal MBE & WBE		\$118,068,500	\$52,906,034	\$170,974,534	26.32%
Disabled Veteran Business Enterprise-DVBE		\$1,742,275	\$0	\$1,742,275	0.27%
Total MBE, WBE, DVBE		\$119,810,775	\$52,906,034	\$172,716,809	26.59%
Total Product/Service Procurement					\$649,585,862

2014
AT&T Communications of California

Number of Direct Spend Diversity Suppliers

	DVBE	MBE	WBE	Total
Grand Total	12	120	109	241

Payments to Direct Suppliers (\$M)

	DVBE	MBE	WBE	Total
Grand Total	\$1.74	\$130.97	\$40.00	\$172.72

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 Clearinghouse to determine the path forward on how to capture this data with the California

AT&T Communications of CA Purchases by SIC Code

AT&T Communications of California, Inc		ASIAN-PACIFIC		BLACK		HISPANIC		NAT/AMERICAN		MULTI-ETHNIC		TOTAL MEN	TOTAL WOMEN	TOTAL MBE	TOTAL WBE	SUBTOTAL M/WBE	TOTAL DVBE	2014 TOTAL M/WBE	2014 TOTAL COMPANY
Product/Service Descriptions		MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	Minority Business Enterprises	Minority Business Enterprises	Minority Business Enterprises	Women Business Enterprises	Minority/Women Business Enterprises	Disabled Veteran Business Enterprises	2014 Total M/WBE	2014 Total Purchases
SI 15-Building Construction General Contractors And Operative Builders	\$	\$172,701	\$145,201	\$364,562	\$34,221	\$390,382	\$424,840	\$26,517	\$7,401	\$107,255	\$29	\$1,061,148	\$611,693	\$1,673,110	\$3,698,104	\$5,371,215	\$260,060	\$5,631,275	\$26,809,101
	%	0.64%	0.54%	1.36%	0.13%	1.46%	1.58%	0.10%	0.03%	0.40%	0.00%	3.96%	2.28%	6.24%	13.79%	20.04%	0.97%	21.01%	10.00%
SI 17-Construction Special Trade Contractors	\$	\$301,511	\$462,479	\$269,472	\$38	\$695,445	\$212,345	\$69,714	\$408,667	\$59,336	\$151	\$1,395,478	\$1,083,810	\$2,479,288	\$3,084,206	\$5,563,494	\$3,461	\$5,566,955	\$37,362,846
	%	0.83%	1.24%	0.72%	0.00%	1.86%	0.57%	0.19%	1.09%	0.16%	0.00%	3.73%	2.90%	6.64%	8.25%	14.89%	0.01%	14.90%	10.00%
SI 35-Industrial And Commercial Machinery And Computer Equipment	\$	\$3,645,053	\$3,828,534	\$4,000,525	\$2,261	\$973,608	\$998,624	\$11,969	\$0	\$289,758	\$18,618	\$8,920,913	\$4,848,037	\$13,768,950	\$6,768,089	\$20,537,039	\$39,012	\$20,576,051	\$139,944,608
	%	2.60%	2.74%	2.86%	0.00%	0.70%	0.71%	0.01%	0.00%	0.21%	0.01%	6.37%	3.46%	9.84%	4.84%	14.68%	0.03%	14.70%	10.00%
SI 36-Electronic & Other Electrical Equipment Components, Except Computer Equip.	\$	\$23,815,329	\$754,177	\$30,586,381	\$94,716	\$14,822,900	\$6,797,327	\$1,167,004	\$628,495	\$2,885,894	\$420,635	\$73,277,508	\$8,695,349	\$81,972,858	\$8,579,701	\$10,552,559	\$51,924	\$10,604,483	\$326,574,590
	%	7.29%	0.23%	9.37%	0.03%	4.54%	2.08%	0.36%	0.39%	0.88%	0.13%	22.44%	2.66%	25.10%	5.69%	30.79%	0.02%	30.81%	10.00%
SI 47-Transportation Services	\$	\$17,159	\$976	\$285,383	\$51	\$68,691	\$515,64	\$38,957	\$0	\$42,238	\$0	\$606,589	\$52,591	\$659,180	\$829,841	\$1,489,021	\$116	\$1,489,137	\$6,758,658
	%	2.54%	0.01%	4.22%	0.00%	1.02%	0.76%	0.58%	0.00%	0.62%	0.00%	8.97%	0.78%	9.75%	12.28%	22.03%	0.00%	22.03%	10.00%
SI 50-Wholesale Trade-Durable Goods	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,046	\$2,046	\$0	\$2,046	\$102,508
	%	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%	2.00%	2.00%	0.00%	2.00%	10.00%
SI 51-Wholesale Trade-Non-Durable Goods	\$	\$0	\$0	\$30,178	\$0	\$0	\$54,817	\$0	\$0	\$3,322	\$0	\$33,500	\$54,817	\$88,317	\$26,633	\$114,950	\$0	\$114,950	\$409,709
	%	0.00%	0.00%	7.37%	0.00%	0.00%	1.38%	0.00%	0.00%	0.81%	0.00%	8.88%	13.38%	21.56%	6.50%	28.06%	0.00%	28.06%	10.00%
SI 55-Automotive Dealers And Gasoline Service Stations	\$	\$4,095	\$157	\$2,870	\$0	\$603,403	\$5,483,329	\$2,710	\$0	\$109,035	\$0	\$722,112	\$5,483,485	\$6,205,597	\$33,924	\$6,239,522	\$1,339,957	\$7,579,479	\$10,466,509
	%	0.04%	0.00%	0.03%	0.00%	5.77%	52.39%	0.03%	0.00%	1.04%	0.00%	6.90%	52.39%	59.29%	0.32%	59.61%	12.80%	72.42%	10.00%
SI 73-Business Services	\$	\$4,995,176	\$1,575,637	\$4,070,891	\$18,192	\$8,327,045	\$2,340,361	\$1,368,823	\$130,307	\$778,000	\$12,845	\$19,539,935	\$4,040,942	\$23,580,877	\$6,911,692	\$30,492,569	\$47,745	\$30,540,313	\$93,542,726
	%	5.34%	1.68%	4.35%	0.19%	8.90%	2.29%	1.66%	0.34%	0.83%	0.01%	20.89%	4.32%	25.21%	7.39%	32.60%	0.05%	32.65%	10.00%
SI 81-Legal	\$	\$44,454	\$39	\$40,1940	\$2,473	\$87,814	\$0	\$0	\$0	\$40	\$0	\$534,248	\$12,512	\$546,760	\$69,375	\$616,135	\$0	\$616,135	\$7,490,776
	%	0.59%	0.00%	5.37%	0.17%	1.17%	0.00%	0.00%	0.00%	0.00%	0.00%	7.13%	0.17%	7.30%	0.93%	8.23%	0.00%	8.23%	10.00%
SI 87-Engineering, Accounting, Research, Management, And Related Services	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$123,831
	%	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%	10.00%
GROSS PRODUCTS/SERVICES PROCUREMENT	\$	\$33,249,838	\$6,767,199	\$40,012,002	\$325,883	\$25,969,289	\$36,163,006	\$2,685,694	\$1,174,870	\$4,274,878	\$452,278	\$106,091,701	\$24,883,236	\$130,974,937	\$40,003,611	\$170,978,547	\$1,742,275	\$172,720,823	\$649,585,862
	%	5.30%	1.04%	6.36%	0.05%	4.00%	2.49%	0.41%	0.38%	0.66%	0.07%	15.33%	3.83%	20.16%	6.36%	26.32%	0.27%	26.59%	10.00%

2014 - AT&T Mobility Results by Ethnicity

AT&T Mobility					
2014 Results by Ethnicity & Gender					
		Direct	Sub	Total \$	Total %
Minority Men	Asian Pacific American	\$40,532,382	\$1,491,120	\$42,023,502	1.07%
	African American	\$95,031,969	\$2,191,502	\$97,223,471	2.48%
	Hispanic American	\$337,676,917	\$5,316,776	\$342,993,693	8.76%
	Native American	\$119,282	\$582,648	\$701,930	0.02%
	Multi-Ethnic American	\$5,663	\$1,289,934	\$1,295,598	0.03%
	Total Minority Men	\$473,366,213	\$10,871,980	\$484,238,193	12.37%
Minority Women	Asian Pacific American	\$8,815,864	\$324,226	\$9,140,091	0.23%
	African American	\$1,342,591	\$90,808	\$1,433,400	0.04%
	Hispanic American	\$20,408,912	\$456,492	\$20,865,404	0.53%
	Native American	\$98,590	\$333,745	\$432,334	0.01%
	Multi-Ethnic American	\$0	\$136,602	\$136,602	0.00%
	Total Minority Women	\$30,665,958	\$1,341,873	\$32,007,831	0.82%
Total Minority Business Enterprise--MBE		\$504,032,171	\$12,213,854	\$516,246,024	13.18%
Women Business Enterprise--WBE		\$206,289,452	\$3,765,417	\$210,054,869	5.36%
Subtotal MBE & WBE		\$710,321,623	\$15,979,271	\$726,300,894	18.55%
Disabled Veteran Business Enterprise-DVBE		\$5,616,374	\$0	\$5,616,374	0.1434%
Total MBE, WBE, DVBE		\$715,937,997	\$15,979,271	\$731,917,268	18.69%
Total Product/Service Procurement				\$3,916,139,683	

2014 - AT&T Mobility

Number of Direct Spend Diversity Suppliers

	DVBE	MBE	WBE	Total
Grand Total	19	192	166	377

Payments to Direct Suppliers (\$M)

	DVBE	MBE	WBE	Total
Grand Total	\$5.62	\$516.25	\$210.05	\$731.92

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.

2014 AT&T Mobility

Product/Service Descriptions by SIC	ASIAN-PACIFIC		BLACK		HISPANIC		NATIVE AMERICAN		MULTI-ETHNIC		TOTAL MEN	TOTAL WOMEN	TOTAL MBE	TOTAL WBE	SUBTOTAL M/WBE	TOTAL DVBE	TOTAL M/W/DVBE	TOTAL COMPANY PURCHASES
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	M/B/E	M/B/E	M/B/E	W/B/E	M/W/B/E	D/V/B/E	M/W/DVBE	
SIC 15: Building Construction General Contractors And Operative Builders	\$ 87,463	\$49,451	\$263,000	\$56,629	\$202,158	\$88,259	\$8,009	\$9,191	\$36,845	\$9	\$597,475	\$203,739	\$801,214	\$4,516,937	\$5,318,151	\$210,830	\$5,528,981	\$88,584,306
	% 0.10%	0.06%	0.30%	0.06%	0.23%	0.10%	0.01%	0.01%	0.04%	0.00%	0.67%	0.23%	0.90%	5.10%	6.00%	0.24%	6.24%	100.00%
SIC 17: Construction Special Trade Contractors	\$ 1,519,047	\$13,351	\$71,435	\$423,451	\$62,230,890	\$155,462	\$21,056	\$123,430	\$17,921	\$46	\$63,860,348	\$715,739	\$64,576,088	\$2,437,224	\$67,013,311	\$0	\$67,013,311	\$381,167,404
	% 0.40%	0.00%	0.02%	0.11%	16.33%	0.04%	0.01%	0.03%	0.00%	0.00%	16.75%	0.19%	16.94%	0.64%	17.58%	0.00%	17.58%	100.00%
SIC 35: Industrial And Commercial Machinery And Computer Equipment	\$ 2,436,878	\$4,119,121	\$3,884,355	\$683	\$1,555,151	\$300,573	\$11,379	\$0	\$87,516	\$5,623	\$7,975,279	\$4,426,000	\$12,401,278	\$8,180,746	\$20,582,025	\$55,049	\$20,637,073	\$189,404,751
	% 1.29%	2.17%	2.05%	0.00%	0.82%	0.16%	0.01%	0.00%	0.05%	0.00%	4.21%	2.34%	6.55%	4.32%	0.03%	10.90%	10.90%	100.00%
SIC 36: Electronic & Other Electrical Equipment/Components, Except Computer Equip.	\$ 19,193,977	\$234,330	\$88,410,759	\$82,343	\$269,402,110	\$9,500,101	\$224,286	\$260,075	\$871,630	\$127,045	\$378,102,762	\$10,203,893	\$388,306,655	\$180,177,419	\$568,484,075	\$3,284,417	\$571,768,492	\$2,491,127,567
	% 0.77%	0.01%	3.55%	0.00%	10.81%	0.38%	0.01%	0.01%	0.03%	0.01%	15.18%	0.41%	15.59%	7.23%	22.82%	0.13%	22.95%	100.00%
SIC 47: Transportation Services	\$ 14,213	\$1,124	\$687,862	\$72	\$45,681	\$17,398	\$2,344	\$0	\$12,757	\$0	\$762,857	\$18,594	\$781,452	\$336,756	\$1,118,208	\$0	\$1,118,208	\$46,987,188
	% 0.03%	0.00%	1.46%	0.00%	0.10%	0.04%	0.00%	0.00%	0.03%	0.00%	1.62%	0.04%	1.66%	0.72%	2.38%	0.00%	2.38%	100.00%
SIC 50: Wholesale Trade-durable Goods	\$ 0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,887	\$2,887	\$0	\$2,887	\$116,977
	% 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%	2.47%	2.47%	0.00%	2.47%	100.00%
SIC 51: Wholesale Trade-non-durable Goods	\$ 0	\$0	\$9,115	\$0	\$0	\$91,083	\$0	\$0	\$1,003	\$0	\$10,118	\$91,083	\$101,201	\$8,050	\$109,251	\$0	\$109,251	\$1,871,330
	% 0.00%	0.00%	0.49%	0.00%	0.00%	4.87%	0.00%	0.00%	0.05%	0.00%	0.54%	4.87%	5.41%	0.43%	5.84%	0.00%	5.84%	100.00%
SIC 55: Automotive Dealers And Gasoline Service Stations	\$ 1,237	\$221	(\$231)	\$0	\$895,849	\$7,741,907	\$818	\$0	\$32,932	\$0	\$930,605	\$7,742,128	\$8,672,733	\$16,517	\$8,689,250	\$1,926,229	\$10,615,479	\$15,683,555
	% 0.01%	0.00%	0.00%	0.00%	5.71%	49.36%	0.01%	0.00%	0.21%	0.00%	5.93%	49.36%	55.30%	0.11%	55.40%	12.28%	67.69%	100.00%
SIC 73: Business Services	\$ 18,707,960	\$4,722,493	\$3,330,018	\$852,422	\$8,541,913	\$2,970,621	\$434,037	\$39,638	\$234,980	\$3,880	\$31,248,909	\$8,589,054	\$39,837,963	\$14,271,735	\$54,109,698	\$139,686	\$54,249,384	\$685,145,170
	% 2.73%	0.69%	0.49%	0.12%	1.25%	0.43%	0.06%	0.01%	0.03%	0.00%	4.56%	1.25%	5.81%	2.08%	7.90%	0.02%	7.92%	100.00%
SIC 81: Legal	\$ 62,727	\$0	\$567,160	\$17,600	\$119,941	\$0	\$0	\$0	\$12	\$0	\$749,840	\$17,600	\$767,440	\$106,598	\$874,037	\$0	\$874,037	\$15,249,194
	% 0.41%	0.00%	3.72%	0.12%	0.79%	0.00%	0.00%	0.00%	0.00%	0.00%	4.92%	0.12%	5.03%	0.70%	5.73%	0.00%	5.73%	100.00%
SIC 87: Engineering, Accounting, Research, Management, And Related Services	\$ 0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$802,241
	% 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	\$ 42,023,502	\$9,140,091	\$97,223,471	\$1,433,400	\$342,993,693	\$20,865,404	\$701,930	\$432,334	\$1,295,598	\$136,602	\$484,238,193	\$32,007,831	\$516,246,024	\$210,054,869	\$726,300,894	\$5,616,211	\$731,917,105	\$3,916,139,683
	% 1.07%	0.23%	2.48%	0.04%	8.76%	0.53%	0.02%	0.01%	0.03%	0.00%	12.37%	0.82%	13.18%	5.36%	18.55%	0.14%	18.69%	100.00%

2014 - AT&T Teleport Communications America, (TCA) Results by Ethnicity

AT&T Teleport Communications America, LLC (TCA) 2014 Results by Ethnicity & Gender

		Direct	Sub	Total \$	Total %
Minority Men	Asian Pacific American	\$1,035,268	\$0	\$1,035,268	28.66%
	African American	\$0	\$0	\$0	0.00%
	Hispanic American	\$0	\$0	\$0	0.00%
	Native American	\$14,937	\$0	\$14,937	0.41%
	Multi-Ethnic American	\$7,983	\$0	\$7,983	0.22%
	Total Minority Men	\$1,058,188	\$0	\$1,058,188	29.30%
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		\$1,058,188	\$0	\$1,058,188	29.30%
Women Business Enterprise--WBE		\$480,854	\$0	\$480,854	13.31%
Subtotal MBE & WBE		\$1,539,042	\$0	\$1,539,042	42.61%
Disabled Veteran Business Enterprise-DVBE		\$33	\$0	\$33	0.0009%
Total MBE, WBE, DVBE		\$1,539,075	\$0	\$1,539,075	42.61%
Total Product/Service Procurement					\$3,611,724

2014 AT&T Teleport Communications America (TCA)

Number of Direct Spend Diverse Suppliers

	DVBE	MBE	WBE	Total
	1	3	7	11

Payments to Direct Suppliers (\$M)

	DVBE	MBE	WBE	Total
	\$0.00	\$1.06	\$0.48	\$1.54

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

2014 AT&T Teleport Communications America Product/Service Descriptions by SIC		ASIAN-PACIFIC		BLACK		HISPANIC		NATIVE AMERICAN		MULTI-ETHNIC		TOTAL MEN	TOTAL WOMEN	TOTAL MBE	TOTAL WBE	SUBTOTAL M/WBE	TOTAL DVBE	TOTAL M/W/DVBE	TOTAL COMPANY
		MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	M/BE	M/BE	M/BE	M/BE	M/WBE	DVBE	M/W/DVBE	PURCHASES
SIC 15: Building Construction General Contractors And Operative Builders	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,098
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
SIC 17: Construction Special Trade Contractors	\$	\$91,594	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$91,594	\$0	\$91,594	\$323,339	\$414,933	\$0	\$414,933	\$1,865,347
	%	4.91%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.91%	0.00%	4.91%	17.33%	22.24%	0.00%	22.24%	100.00%
SIC 35: Industrial And Commercial Machinery And Computer Equipment	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
SIC 36: Electronic & Other Electrical Equipment/Components, Except Computer Equip.	\$	\$943,673	\$0	\$0	\$0	\$0	\$0	\$14,255	\$0	\$0	\$0	\$957,928	\$0	\$957,928	\$152,085	\$1,110,013	\$0	\$1,110,013	\$1,736,622
	%	54.34%	0.00%	0.00%	0.00%	0.00%	0.00%	0.82%	0.00%	0.00%	0.00%	55.16%	0.00%	55.16%	8.76%	63.92%	0.00%	63.92%	100.00%
SIC 47: Transportation Services	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$682	\$0	\$0	\$0	\$682	\$0	\$682	\$5,430	\$6,112	\$0	\$6,112	\$4,869
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	14.01%	0.00%	0.00%	0.00%	14.01%	0.00%	14.01%	111.52%	125.53%	0.00%	125.53%	100.00%
SIC 50: Wholesale Trade-durable Goods	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
SIC 51: Wholesale Trade-non-durable Goods	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
SIC 55: Automotive Dealers And Gasoline Service Stations	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$33	\$33	\$137
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	24.09%	24.09%	100.00%
SIC 73: Business Services	\$	\$1	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$7,983	\$0	\$7,984	\$0	\$7,984	\$0	\$7,984	\$0	\$7,984	\$1,651
	%	0.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	483.53%	0.00%	483.59%	0.00%	483.59%	0.00%	483.59%	0.00%	483.59%	100.00%
SIC 81: Legal	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
SIC 87: Engineering, Accounting, Research, Management, And Related Services	\$	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
GROSS PRODUCTS/SERVICES PROCUREMENT	\$	\$1,035,268	\$0	\$0	\$0	\$0	\$0	\$14,937	\$0	\$7,983	\$0	\$1,058,188	\$0	\$1,058,188	\$480,854	\$1,539,042	\$33	\$1,539,075	\$3,611,724
	%	28.66%	0.00%	0.00%	0.00%	0.00%	0.00%	0.41%	0.00%	0.22%	0.00%	29.30%	0.00%	29.30%	13.31%	42.61%	0.00%	42.61%	100.00%

9.1.3 Program Expenses

AT&T California - Program Expenses	
Category	Amount
Wages	\$545,302
Other Employee Expenses	\$17,388
Program Expenses	\$173,540
Reporting Expenses	\$0
Training	\$124,789
Consultants*	\$179,619
Other	\$0
TOTAL	\$1,040,638
<i>*Includes \$84.5K CPUC Clearinghouse expenses and \$95.1K CA small business TACB expenses. The CPUC Clearinghouse expenses represent 49% of the total program expense.</i>	

AT&T Long Distance - Program Expenses	
Category	Amount
Wages	\$61,586
Other Employee Expenses	\$1,964
Program Expenses	\$19,599
Reporting Expenses	\$0
Training	\$14,093
Consultants*	\$20,286
Other	\$0
TOTAL	\$117,528
<i>*Includes \$9.5K CPUC Clearinghouse expenses and \$10.7K CA small business TACB expenses. The CPUC Clearinghouse expenses represent 49% of the total program expense.</i>	

AT&T Communications of CA Program Expenses

Category	Amount
Wages	\$158,150
Other Employee Expenses	\$5,043
Program Expenses	\$50,330
Reporting Expenses	\$0
Training	\$36,192
Consultants*	\$52,093
Other	\$0
Total	\$301,808

**Includes \$24.5K CPUC Clearinghouse expenses and \$27.6K CA small business TACB expenses.
The CPUC Clearinghouse expenses represent 49% of the total program expense.*

AT&T Mobility - Program Expenses

Category	Amount
Wages	\$395,822
Other Employee Expenses	\$12,622
Program Expenses	\$125,969
Reporting Expenses	\$0
Training	\$90,581
Consultants*	\$130,381
Other	\$0
TOTAL	\$755,375

**Includes \$60.3K CPUC Clearinghouse expenses and \$69.1K CA small business TACB expenses.
The CPUC Clearinghouse expenses represent 49% of the total program expense.*

AT&T Teleport Communications America Program Expenses

Category	Amount
Wages	\$598
Other Employee Expenses	\$19
Program Expenses	\$190
Reporting Expenses	\$0
Training	\$137
Consultants*	\$197
Other	\$0
TOTAL	\$1,141

**Includes \$0.1K CPUC Clearinghouse expenses and \$0.1K CA small business TACB expenses. The CPUC Clearinghouse expenses represent 49% of the total program expense.*

9.1.4 Progress Toward Goal

AT&T California Progress		
Diversity Category	2014 Results	2014 Goals
Minority Men	21.78%	11.00%
Minority Women	6.06%	4.00%
Minority Business Enterprise (MBE)	27.83%	15.00%
Women Business Enterprise (WBE)	11.00%	5.00%
Subtotal Women, Minority Business Enterprise (M/WBE)	38.84%	20.00%
Service Disabled Veteran Business Enterprise (DVBE)	2.90%	1.50%
Total M/W/DVBE	41.74%	21.50%
<p><i>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.</i></p>		

AT&T Long Distance Progress		
Diversity Category	2014 Results	2014 Goals
Minority Men	19.18%	11.00%
Minority Women	6.36%	4.00%
Minority Business Enterprise (MBE)	25.54%	15.00%
Women Business Enterprise (WBE)	8.24%	5.00%
Subtotal Women, Minority Business Enterprise (M/WBE)	33.78%	20.00%
Service Disabled Veteran Business Enterprise (DVBE)	0.43%	1.50%
Total M/W/DVBE	34.21%	21.50%
<p><i>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.</i></p>		

AT&T Communications of California Progress

Diversity Category	2014 Results	2014 Goals
Minority Men	16.33%	11.00%
Minority Women	3.83%	4.00%
Minority Business Enterprise (MBE)	20.16%	15.00%
Women Business Enterprise (WBE)	6.16%	5.00%
Subtotal Women, Minority Business Enterprise (M/WBE)	26.32%	20.00%
Service Disabled Veteran Business Enterprise (DVBE)	0.27%	1.50%
Total M/W/DVBE	26.59%	21.50%
<p><i>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.</i></p>		

AT&T Mobility Progress

Diversity Category	2014 Results	2014 Goals
Minority Men	12.37%	11.00%
Minority Women	0.82%	4.00%
Minority Business Enterprise (MBE)	13.18%	15.00%
Women Business Enterprise (WBE)	5.36%	5.00%
Subtotal Women, Minority Business Enterprise (M/WBE)	18.55%	20.00%
Service Disabled Veteran Business Enterprise (DVBE)	0.14%	1.50%
Total M/W/DVBE	18.69%	21.50%
<p><i>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.</i></p>		

AT&T "TCA" Progress

Diversity Category	2014 Results	2014 Goals
Minority Men	29.30%	11.00%
Minority Women	0.00%	4.00%
Minority Business Enterprise (MBE)	29.30%	15.00%
Women Business Enterprise (WBE)	13.31%	5.00%
Subtotal Women, Minority Business Enterprise (M/WBE)	42.61%	20.00%
Service Disabled Veteran Business Enterprise (DVBE)	0.00%	1.50%
Total M/W/DVBE	42.61%	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	\$338,414,498	12.76%
Minority Women	\$41,768,781	1.58%
Total Minority Business Enterprises	\$380,183,279	14.34%
Women Business Enterprises	\$117,206,955	4.42%
Women/Minority Business Enterprises	\$497,390,234	18.76%
Disabled Veteran Business Enterprises	\$35,341,920	1.33%
Totals	\$532,732,154	20.09%

AT&T Long Distance Prime Contractor Utilization		
	Prime Spend \$	Total Percentage
Minority Men	\$9,875,205	13.08%
Minority Women	\$1,218,846	1.61%
Total Minority Business Enterprises	\$11,094,051	14.69%
Women Business Enterprises	\$3,420,193	4.53%
Women/Minority Business Enterprises	\$14,514,244	19.22%
Disabled Veteran Business Enterprises	\$0	0.00%
Totals	\$14,514,244	19.22%

AT&T Communications of California Prime Contractor Utilization

	Prime Spend \$	Total Percentage
Minority Men	\$35,996,222	5.54%
Minority Women	\$4,442,831	0.68%
Total Minority Business Enterprises	\$40,439,053	6.22%
Women Business Enterprises	\$12,466,982	1.92%
Women/Minority Business Enterprises	\$52,906,035	8.14%
Disabled Veteran Business Enterprises	\$0	0.00%
Totals	\$52,906,035	8.14%

AT&T Mobility Prime Contractor Utilization

	Prime Spend \$	Total Percentage
Minority Men	\$10,871,980	0.28%
Minority Women	\$1,341,873	0.03%
Total Minority Business Enterprises	\$12,213,853	0.31%
Women Business Enterprises	\$3,765,417	0.10%
Women/Minority Business Enterprises	\$15,979,270	0.41%
Disabled Veteran Business Enterprises	\$0	0.00%
Totals	\$15,979,270	0.41%

AT&T Teleport Communications America Prime Contractor Utilization

	Prime Spend \$	Total Percentage
Minority Men	\$0	0.00%
Minority Women	\$0	0.00%
Total Minority Business Enterprises	\$0	0.00%
Women Business Enterprises	\$0	0.00%
Women/Minority Business Enterprises	\$0	0.00%
Disabled Veteran Business Enterprises	\$0	0.00%
Totals	\$0	0.00%

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 G.O. 156 such as utilities, government fees and affiliates are excluded.

9.1.8 Supplier Efforts in Underutilized Categories

AT&T remains focused on recruiting new minority, women and disabled veteran businesses in underutilized categories. The team monitors across AT&T business units and reports internal progress. This enables the team to track, measure and help advance results –especially in the areas Advertising, Legal, and Finance.

Advertising

AT&T continued to accelerate focus and outreach in Consumer and Business advertising in 2014. The Advertising Supplier Diversity Subject Matter Expert (SME) worked closely with the internal team and the Primes to increase the diverse spend in this area.

In June 2014, AT&T hosted a diversity supplier Matchmaker event in Dallas, Texas. Seven advertising agencies attended the event conducting 75 total meetings with prospective diverse suppliers. These meetings resulted in projects within two months of the event. The Primes in the Advertising & Marketing organization have been supportive and engaging of diverse suppliers referred by AT&T and 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 \$18.6M in spend with California-based advertising businesses through third quarter 2014, a 4.5% increase year over year.

Agencies also continued to perform their own outreach. One of AT&T's primary advertising agencies, GSD&M, again hosted a Small Business Summit in December 2014. The AT&T Advertising SME and diversity professional attended the event. Multiple Austin, Texas-based agencies were also in attendance networking with over 75 prospective diverse suppliers to uncover opportunities for future partnerships.

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 \$11M in media with a digital media company through Q3 of 2014, a 21% increase over 2013;
- A production company produced a second AT&T commercial with our Hispanic agency Bravo;
- A bag manufacturer was included in a \$2M RFP to produce bags for AT&T's retail stores across the U.S; and;
- A music company provided services for a project through Argonaut, AT&T's agency of record for the Cricket brand

Other activities during the year included having the AT&T Advertising SME serve as a key note speaker for the American Advertising Federation's "Thought Leadership Series" on Supplier Diversity insights. Our advertising SME focused on supplier diversity strategies, ideas and insight from a client's perspective. AT&T will continue dedicating resources to this area, embracing all opportunities to increase our diverse spend in Advertising and Marketing.

Legal

Last year AT&T's leadership continued developing various strategies to engage diverse businesses within the Legal department. In conjunction with the Supplier Diversity organization, a diversity legal subject matter expert and the involvement with the legal department, our team was able to report 9.8% California diverse businesses spend representing a 28% year over year improvement from 2013. Select achievements during the year were:

- Contracted 15 new legal diversity firms (two of which from California);
- Expanded the base of existing diverse firms - law offices and auxiliary services; and
- Spent \$3.6 million with California CPUC certified law firms

AT&T remained a strong advocate of the National Association of Minority & Women Owned Law Firms (NAMWOLF). In 2014, AT&T sponsored NAMWOLF, as the organization's mission of increasing diversity of minority/women legal professionals assists our Supplier Diversity internal channel goal of 21.5%. NAMWOLF is a national organization, which AT&T has been a member of their "*inclusion initiative*" since 2010. Collectively members of the inclusion team have been actively sharing best practices, engaging major corporations all across the country. The group

achieved several successes, from added new corporations to the committee; to notable contracting awards for diverse suppliers. While results are still pending, the teams' 2014 goal was \$178.7 million.

In parallel to our supplier diversity efforts, AT&T's legal department actively promoted diversity inclusion. Achievement in excellence was acknowledged through an AT&T "Diversity & Inclusion" award created by the legal team. A handful of small business law firms were selected based on criteria such as:

- Firms with an established diversity and inclusion program;
- High diverse employee base; and
- Inclusion efforts in the community

In California, 96% of the legal diversity spend went to CPUC certified law firms.

Finance – General

In 2014, AT&T continued intensely working with internal teams to proliferate opportunities for diverse businesses in the financial arena. While our internal channel target strives for a 21.5% spend level, results dipped slightly due to structural changes within AT&T's business that effected Tier-2 finance opportunities.

The AT&T finance group partially recovered from this spend gap by increasing Tier-1 purchases, which increased minority/women business enterprise spend by 8%. Early last year a concerted effort was put into place to mitigate a decline in diversity spend and strive for meeting or exceeding the 21.5% M/W/DVBE organizational goals.

Additionally, the Supplier Diversity team attended the AT&T Collections Sourcing and Recovery Management 1st and 3rd party conference in Dallas, Texas March 24-25, 2014. The conference conducted a series of workshops and brainstorming sessions to design a plan to advance supplier diversity results. AT&T prime suppliers also attended and were introduced to a handful of diverse suppliers for Tier-2 opportunities.

Accomplishments in finance included:

- Utilization of diverse suppliers in debt underwriting and share repurchases;
- In the last decade, over \$26 million has been paid to diverse co-manager in underwriting fees;

- Pension and trust funds has continued expanding emerging manager participation, including active mandates with leading investment firms led by prominent minority and women managers in the area.

9.1.9 Justification of Excluded Areas

All AT&T Reporting Companies

A SUMMARY OF PURCHASES AND/OR CONTRACTS FOR PRODUCTS AND SERVICES IN EXCLUDED CATEGORIES	
DESCRIPTION OF EXCLUSIONS	(000's)
EXCLUSION #1	0
EXCLUSION #2	0
EXCLUSION #3	0
EXCLUSION #4	0
EXCLUSION #5	0
EXCLUSION #6	0
EXCLUSION #7	0
EXCLUSION #8	0
EXCLUSION #9	0
EXCLUSION #10	0
EXCLUSION #11	0
EXCLUSION #12	0
EXCLUSION #13	0
EXCLUSION #14	0
EXCLUSION #15	0
TOTAL EXCLUSIONS	0

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

9.1.10 Summary of Purchases

The procurement summary of W/M/DVBE wireless and broadband products are displayed in SIC code 36.

AT&T

2015 Annual Plan

10.1.1 AT&T Global Supplier Diversity Goals

AT&T's Short, Mid, Long Term Goals by SIC Categories	Short-Term 2015						Mid-Term 2017						Long-Term 2020					
	Minority		Minority Business Enterprise	Women Business Enterprise	Minority & Women Business Enterprise	Disabled Veteran Business Enterprise	Minority		Minority Business Enterprise	Women Business Enterprise	Minority & Women Business Enterprise	Disabled Veteran Business Enterprise	Minority		Minority Business Enterprise	Women Business Enterprise	Minority & Women Business Enterprise	Disabled Veteran Business Enterprise
	Men	Women	MBE	WBE	M/WBE	DVBE	Men	Women	MBE	WBE	M/WBE	DVBE	Men	Women	MBE	WBE	M/WBE	DVBE
SIC 15: Building Construction General Contractors And Operative Builders	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%
SIC 17: Construction Special Trade Contractors	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%
SIC 35: Industrial And Commercial Machinery And Computer Equipment	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%
SIC 36: Electronic & Other Electrical Equipment, Components, Except Computer Equipment	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%
SIC 47: Transportation Services	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%
SIC 50: Wholesale Trade-durable Goods	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%
SIC 51: Wholesale Trade-non-durable Goods	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%
SIC 55: Automobile Dealers And Gasoline Service Stations	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%
SIC 73: Business Services	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%
SIC 81: Legal Services	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%
SIC 87: Engineering, Accounting, Research, Management & Related Services	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%
Grand Total	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%	11%	4%	15%	5%	20%	15%

10.1.2 AT&T Global Supplier Diversity 2015 Plan

AT&T's future is about staying at the forefront of technology. Both consumers and businesses demand seamless, predictable, and innovative solutions. As an organization we are collectively planning around the needs of society, our business and consumers and creating a strategy that will fulfill anticipated demand.

Forecasts indicate mobile traffic to grow by 15.9 exabytes per month by 2018, which would mean an eleven fold increase from 2013 to 2018.³ More “smartphones” and mobile connections are causing the exponential demand on carriers’ networks—all of which is creating current and future changes in AT&T’s purchasing needs. AT&T is responding to global trends through the following initiatives:

- Project VIP
- Virtualizing IT
- User Defined Network Cloud (Domain 2.0)
- Project Stream

Technology is transforming at an enormous rate, generating great rewards along with an equal weight in risk. Change is on-going: quality, speed and innovation are basic requirements of our business in today’s environment. AT&T continues to transform our company in order to plan for the next generation of services and to continue to meet our customer’s needs. In 2015, AT&T Supplier Diversity will continue to innovate to ensure AT&T continues to meet the needs of our diversity suppliers and AT&T Supply Chain. For 2015, AT&T Supplier Diversity organization will focus on the following:

- Expanding diversity contracts by each AT&T channel officer;
- Spearheading AT&T’s seventh mentoring class for diverse businesses;
- Identifying, positioning and mentoring LGBT suppliers;
- Uncovering new opportunities with Prime Suppliers;
- Continuing to engage with minority/women/disabled veteran businesses through community outreach and AT&T events;
- Collaborate with AT&T Sourcing, Contracts and Foundry to insert prospective businesses in RFPs; and
- Continued growth of our national disabled veteran spend.

³ http://www.cisco.com/c/en/us/solutions/collateral/service-provider/visual-networking-index-vni/white_paper_c11-520862.html

10.1.3 Supplier Recruitment in Specific Areas

Low utilization areas such as advertising, legal and finance will remain as a focus for the AT&T Supplier Diversity organization. Since 2010, the team has assigned specific channel managers to work closely with business unit leaders. On-going meetings and monthly executive reports showcase our progress across the company per organizational unit.

AT&T will expand the use of diverse suppliers through events such as Meet the Prime Matchmakers, Virtual Events, and the Prime Supplier Program. In addition, Supplier Diversity will maintain a large presence in California through various outreach events during the year that will continue supporting our success in identifying potential diverse suppliers in specific categories. For more information on our efforts, see sections 9.1.8.

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 2015 Engagement Plans for Primes

A source of pride for the AT&T Supplier Diversity team is our Prime Supplier program. The Primes provide diverse suppliers an additional avenue to effectively fulfill AT&T purchasing plans, which has benefited all parties. Creating opportunities for diverse businesses is the key to our success now and in the future, and we also recognize that it enhances the services our prime suppliers provide to us.

As our company continues to evolve and change, so too will our 2015 strategic plan to effectively engage our Tier-1 vendors. Heightened engagement with our Primes has proven to be very successful for us and diverse companies; therefore, in 2015 we will conduct various matchmaking activities, manage prime supplier plans/goals, dedicate Supplier Diversity management support, and maintain our intense supplier diversity focus in California and around the nation.

10.1.6 Plans for Complying with Diverse Business Enterprise Program Guidelines

AT&T intends to meet or exceed requirement outlined in the General Order 156, guidelines established by the Commission as required by the Public Utilities Section 823 (c). AT&T Supplier Diversity will:

- Maintain a proven record of achieving and/or exceeding the GO requirements of issuing contracts to certified diverse businesses;
- Execute a robust Prime Supplier program that uses multiple tactics to inspire the use of diverse companies, the submission annual plans, on-going recognition platforms, and dedicated AT&T management support;
- Mentor diversity suppliers to help ensure they continue to educate themselves on the technological changes being implemented by AT&T wireline and wireless network;
- Collaboratively work with our Joint Utility peers to share best practices; and
- Discover new programs to assist with technical assistance for California small businesses

AT&T Global Supplier Diversity – Resources & Links

Supplier Diversity



Supplier Portal



Supplier Domain Program 2.0



Prospective Supplier Information



AT&T Foundry



Corporate Citizenship & Sustainability



Attachment A

Memberships & Board of Director Positions

AT&T was actively engaged with national and regional certification organizations, ethnic chambers of commerce, California state agencies, and other that served the minority/women/disabled veteran business community. AT&T contributes to these groups, many of which were non-profit organizations in the form of donations, sponsorships, and employee resources which were committed to promoting Supplier Diversity. Sample lists of associations include:

- Advancing Women Executives
- Asian Business Association of Los Angeles
- ASTRA
- American Indian Chamber of Commerce
- Black Business Association Los Angeles
- California Alliance – DVBE
- California Asian Pacific Chamber of Commerce
- California Black Chamber of Commerce
- California Hispanic Chamber of Commerce - Sacramento
- California Utilities Diversity Council / The Latino Journal
- Central California Hispanic Chamber of Commerce
- Chico Chamber of Commerce
- Elite SDVOB Network - DVBE
- Fresno Area Hispanic Chamber of Commerce
- Fresno Metro Black Chamber of Commerce
- Greater Los Angeles African American Chamber of Commerce
- Greater Riverside Hispanic Chamber of Commerce
- Hispanic Chamber of Commerce of Marin
- International Multimedia Teleconferencing Consortium (IMTC), Inc.
- Latin Business Association
- Los Angeles Urban League
- NAACP – Los Angeles
- National Minority Supplier Development Council

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

Attachment B

AT&T California Diversity Readout Clearinghouse & AT&T Chart Comparison

Annual Revenue Levels	Clearinghouse Vendors				AT&T California Vendors			
	DVBE	MBE	WBE	Total # of DBEs	DVBE	MBE	WBE	Total # of DBEs
< \$1 Million	10	19	20	49	5	76	88	169
\$1M to \$5 Million	0	21	26	47	2	29	20	51
\$5 M to \$10 Million	0	13	19	32	1	10	5	16
> \$10 Million	1	75	55	131	3	13	7	23
Grand Total	11	128	120	259	11	128	120	259

Annual Revenue Levels	Clearinghouse Vendors				AT&T California Vendors			
	DVBE	MBE	WBE	Total \$M Revenue Reported	DVBE	MBE	WBE	Total \$M Revenue Reported
1 Under \$1 Million	\$ -	\$5.39	\$7.01	\$12.40	\$0.66	\$24.00	\$11.17	\$35.83
2 Under \$5 Million	\$ -	\$55.72	\$59.52	\$115.24	\$3.74	\$93.95	\$33.72	\$131.41
3 Under \$10 Million	\$ -	\$88.87	\$134.60	\$223.46	\$5.14	\$79.39	\$32.94	\$117.47
4 Above \$10 Million	\$ 52.00	\$35,473.39	\$21,861.61	\$57,387.00	\$67.39	\$540.68	\$213.92	\$821.99
Grand Total	\$52.00	\$35,623.37	\$22,062.73	\$57,738.10	\$76.93	\$738.02	\$291.75	\$1,106.70

AT&T Long Distance Diversity Readout Clearinghouse & AT&T Chart Comparison

Annual Revenue Levels	Clearinghouse Vendors				AT&T Long Distance Vendors			
	DVBE	MBE	WBE	Total # of DBEs	DVBE	MBE	WBE	Total # of DBEs
< \$1 Million	9	17	18	44	10	106	99	215
\$1M to \$5 Million	0	20	22	42	0	2	0	2
\$5 M to \$10 Million	0	9	14	23	0	0	0	0
> \$10 Million	1	62	45	108	0	0	0	0
Grand Total	10	108	99	217	10	108	99	217

Annual Revenue Levels	Clearinghouse Vendors				AT&T Long Distance Vendors			
	DVBE	MBE	WBE	Total \$M Revenue Reported	DVBE	MBE	WBE	Total \$M Revenue Reported
1 Under \$1 Million	\$ -	\$5.39	\$5.68	\$11.08	\$0.32	\$11.22	\$6.22	\$17.76
2 Under \$5 Million	\$ -	\$51.06	\$48.93	\$99.99	\$0.00	\$8.06	\$0.00	\$8.06
3 Under \$10 Million	\$ -	\$60.79	\$97.72	\$158.51	\$0.00	\$0.00	\$0.00	\$0.00
4 Above \$10 Million	\$ 52.00	\$31,863.31	\$19,632.39	\$51,547.70	\$0.00	\$0.00	\$0.00	\$0.00
Grand Total	\$52.00	\$31,980.56	\$19,784.73	\$51,817.28	\$0.32	\$19.28	\$6.22	\$25.82

AT&T Communications of America Diversity Readout Clearinghouse & AT&T Chart Comparison

Annual Revenue Levels	Clearinghouse Vendors				AT&T Communications of America Vendors			
	DVBE	MBE	WBE	Total # of DBEs	DVBE	MBE	WBE	Total # of DBEs
< \$1 Million	11	17	18	46	11	109	101	221
\$1M to \$5 Million	0	23	25	48	1	7	6	14
\$5 M to \$10 Million	0	9	17	26	0	2	2	4
> \$10 Million	1	71	49	121	0	2	0	2
Grand Total	12	120	109	241	12	120	109	241

Annual Revenue Levels	Clearinghouse Vendors				AT&T Communications of America Vendors			
	DVBE	MBE	WBE	Total \$M Revenue Reported	DVBE	MBE	WBE	Total \$M Revenue Reported
1 Under \$1 Million	\$ -	\$5.39	\$5.68	11.07	\$0.32	\$11.22	\$6.22	\$17.76
2 Under \$5 Million	\$ -	\$59.15	\$61.86	121.01	\$0.00	\$8.06	\$0.00	\$8.06
3 Under \$10 Million	\$ -	\$60.79	\$124.20	184.99	\$0.00	\$0.00	\$0.00	\$0.00
4 Above \$10 Million	\$52.00	\$33,915.93	\$20,149.84	54,117.77	\$0.00	\$0.00	\$0.00	\$0.00
Grand Total	\$52.00	\$34,041.26	\$20,341.58	54,434.84	\$0.32	\$19.28	\$6.22	\$25.82

**AT&T Mobility
Diversity Readout
Clearinghouse & AT&T Chart Comparison**

Annual Revenue Levels	Clearinghouse Vendors				AT&T Mobility Vendors			
	DVBE	MBE	WBE	Total # of DBEs	DVBE	MBE	WBE	Total # of DBEs
< \$1 Million	17	31	26	74	17	178	160	355
\$1M to \$5 Million	0	29	34	63	2	8	5	15
\$5 M to \$10 Million	0	21	23	44	0	2	0	2
> \$10 Million	2	111	83	196	0	4	1	5
Grand Total	19	192	166	377	19	192	166	377

Annual Revenue Levels	Clearinghouse Vendors				AT&T Mobility Vendors			
	DVBE	MBE	WBE	Total \$M Revenue Reported	DVBE	MBE	WBE	Total \$M Revenue Reported
1 Under \$1 Million	\$ -	\$8.79	\$5.89	\$14.68	\$0.54	\$19.08	\$18.42	\$38.04
2 Under \$5 Million	\$ -	\$71.47	\$75.95	\$147.42	\$5.08	\$17.29	\$11.20	\$33.57
3 Under \$10 Million	\$ -	\$146.57	\$162.46	\$309.03	\$0.00	\$12.54	\$0.00	\$12.54
4 Above \$10 Million	\$104.00	\$53,902.72	\$30,828.28	\$84,835.00	\$0.00	\$467.34	\$180.43	\$647.77
Grand Total	\$104.00	\$54,129.55	\$31,072.58	\$85,306.13	\$5.62	\$516.25	\$210.05	\$731.92

AT&T Teleport Communications of America "TCA" Diversity Readout Clearinghouse & AT&T Chart Comparison

Annual Revenue Levels	Clearinghouse Vendors				AT&T TCA Vendors			
	DVBE	MBE	WBE	Total # of DBEs	DVBE	MBE	WBE	Total # of DBEs
< \$1 Million	1	0	0	1	1	2	7	10
\$1M to \$5 Million	0	0	2	2	0	1	0	1
\$5 M to \$10 Million	0	0	2	2	0	0	0	0
> \$10 Million	0	3	3	6	0	0	0	0
Grand Total	1	3	7	11	1	3	7	11

Annual Revenue Levels	Clearinghouse Vendors				AT&T TCA Vendors			
	DVBE	MBE	WBE	Total \$M Revenue Reported	DVBE	MBE	WBE	Total \$M Revenue Reported
1 Under \$1 Million	\$ -	\$0.00	\$0.00	\$ -	\$0.00	\$0.02	\$0.48	\$0.50
2 Under \$5 Million	\$ -	\$0.00	\$5.35	\$ 5.35	\$0.00	\$1.04	\$0.00	\$1.04
3 Under \$10 Million	\$ -	\$0.00	\$18.08	\$ 18.08	\$0.00	\$0.00	\$0.00	\$0.00
4 Above \$10 Million	\$ -	\$886.33	\$1,468.04	\$ 2,354.37	\$0.00	\$0.00	\$0.00	\$0.00
Grand Total	\$ -	\$886.33	\$1,491.47	\$ 2,377.80	\$0.00	\$1.06	\$0.48	\$1.54