The ampersand in our name is a basic symbol of connection. Yet the dynamics that transform individual differences into shared strengths are much more complex.

As companies everywhere seek to harness the power of diversity and inclusion, we continue to raise the bar. We show what’s possible when leaders cultivate trust as well as teamwork — creating a culture where Every Voice Matters. We also speak candidly about the attitudes and actions that must change as our understanding of one another grows deeper.

The journey from tolerance to understanding isn’t always easy. But as this report reveals, it’s well worth the effort.
Our company’s success rests on its diverse workforce and inclusive culture. It’s been that way since our founding 140 years ago. Again and again, we have seen how a commitment to diversity and inclusion goes hand in hand with new ideas, better approaches and bold leadership. That’s why we continue to aggressively recruit and promote talented individuals from a wide range of backgrounds.

Today, our workforce is more than 40 percent people of color. Our board of directors and senior management, likewise, are diverse.

In 2016, DiversityInc ranked AT&T No. 4 on its Top 50 companies list for diversity, and No. 1 in recruiting, supplier diversity and employee resource groups. Also last year, Fortune magazine named us one of the Best Workplaces for Diversity.

We’re proud of that. It reflects our unshakable commitment to being a place where we understand and respect each other’s differences. This annual report helps illustrate how we go about that. Thanks for taking time to review it.

Randall Stephenson
Chairman &
Chief Executive Officer

Embracing diversity means finding common ground. Let’s shift the conversation from acceptance to understanding of the differences that make us stronger together.
A message from our chief diversity officer

When you read through this Diversity & Inclusion Annual Report, it is clear why AT&T is consistently listed as a top company for diversity. Our incredible accomplishments show just how much our employees live and breathe our commitment to a diverse, inclusive culture. It starts at the top and extends to all levels.

Each year, I am delighted and encouraged to see how much our employees reach out to lift up others. Our company is special because our people are special. We continue to find new and exciting ways to demonstrate our diversity and inclusion strategy. We’re forging a path beyond tolerance, to understanding, just as our chairman challenged us to do at our 2016 National ERG Conference.

As new employees learn the ropes and gain confidence in their responsibilities, they quickly find we’re a different work environment — one where Every Voice Matters.

This report summarizes all we did in 2016 to further strengthen our company’s performance through a diverse and inclusive culture. What a year it was!

Cynt Marshall
SVP–Human Resources &
Chief Diversity Officer
Diversity and inclusion not only drive innovation that makes us a stronger company — they also serve to connect people from different cultures and backgrounds. We realize that simply working side by side is no longer enough. Instead, we must actively seek and share unfiltered experiences, moving from tolerance to understanding.
Employees & authentic engagement
Global perspectives matter

AT&T strives to build a culture where employees can bring their authentic selves to work each day so that we can keep growing together.

Every member of our team around the globe offers unique insights shaped by race, culture, nationality, religion, sexual orientation, gender identity and more. We not only recognize and respect those differences, we believe they’re essential to our continued success.

Most of all, we strive to build a culture where employees can bring their authentic selves to work each day so that we can keep growing together.

Cultivating intentional diversity

Attracting and retaining talent from a wide range of backgrounds is a top priority. Through job fairs, conferences, social media, webinars and other channels, we actively recruit qualified people who share our values. We also partner with many colleges and universities, network through various channels and spearhead outreach programs.

Once on board, employees are encouraged to take advantage of our many programs, tools and resources for networking, continuing education, personal fulfillment and career development.

By seeking out diversity and working toward mutual understanding, we are better able to serve our customers, achieve our business goals and remain an employer of choice — one that believes in the power and potential of our people.

Our workforce:

Every member of our team around the globe offers unique insights shaped by race, culture, nationality, religion, sexual orientation, gender identity and more. We not only recognize and respect those differences, we believe they’re essential to our continued success.

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By seeking out diversity and working toward mutual understanding, we are better able to serve our customers, achieve our business goals and remain an employer of choice — one that believes in the power and potential of our people.

Our workforce:

270,000 employees worldwide

58 countries
Our diversity at a glance

Our collective experiences shape our customers’ experiences. Having a diverse workplace brings the unique perspectives of other cultures, genders and generations to the conference table.

More than 11,000 are veterans
More than 2,000 are LGBT
More than 43% are people of color
More than 32% are women
AT&T will host more than 700 college interns this summer
More than 3,400 employees with disabilities work for AT&T

AT&T workforce
.2% Traditionalists
AT&T workforce
26% Baby Boomers
AT&T workforce
43% Generation X
AT&T workforce
29% Generation Y
AT&T workforce
1% Generation Z
2016 U.S. employee demographics

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<thead>
<tr>
<th></th>
<th>MALE</th>
<th>FEMALE</th>
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<tr>
<td>FRONTLINE</td>
<td>71%</td>
<td>29%</td>
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<tr>
<td></td>
<td>91,730</td>
<td>37,998</td>
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<tr>
<td>MANAGEMENT</td>
<td>65%</td>
<td>35%</td>
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<tr>
<td></td>
<td>70,550</td>
<td>37,454</td>
</tr>
<tr>
<td>TOTAL</td>
<td>68%</td>
<td>32%</td>
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<tr>
<td></td>
<td>162,280</td>
<td>75,452</td>
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<tr>
<th></th>
<th>WHITE</th>
<th>BLACK</th>
<th>HISPANIC/LATIO</th>
<th>ASIAN</th>
<th>NATIVE AMERICAN</th>
<th>PACIFIC ISLANDER</th>
<th>TWO RACES OR MORE</th>
<th>TOTAL PERSONS OF COLOR</th>
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<tbody>
<tr>
<td>FRONTLINE</td>
<td>52%</td>
<td>22%</td>
<td>18%</td>
<td>4%</td>
<td>1%</td>
<td>.3%</td>
<td>3%</td>
<td>48%</td>
</tr>
<tr>
<td></td>
<td>66,566</td>
<td>28,171</td>
<td>22,998</td>
<td>4,674</td>
<td>969</td>
<td>350</td>
<td>3,415</td>
<td>60,577</td>
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<tr>
<td>MANAGEMENT</td>
<td>64%</td>
<td>14%</td>
<td>11%</td>
<td>10%</td>
<td>1%</td>
<td>.2%</td>
<td>1%</td>
<td>37%</td>
</tr>
<tr>
<td></td>
<td>60,528</td>
<td>13,104</td>
<td>10,462</td>
<td>9,291</td>
<td>506</td>
<td>227</td>
<td>1,238</td>
<td>34,828</td>
</tr>
<tr>
<td>TOTAL</td>
<td>57%</td>
<td>19%</td>
<td>15%</td>
<td>6%</td>
<td>1%</td>
<td>.3%</td>
<td>2%</td>
<td>43%</td>
</tr>
<tr>
<td></td>
<td>127,094</td>
<td>41,275</td>
<td>33,460</td>
<td>13,965</td>
<td>1,475</td>
<td>577</td>
<td>4,653</td>
<td>95,405</td>
</tr>
</tbody>
</table>

Percentages may not add up to 100 due to rounding.
Recruiting and outreach highlights

Building and supporting a diverse workforce doesn’t happen by chance. It requires ongoing outreach and collaboration with educational and professional partners who share our commitment to inclusion. Through conferences, scholarships, panel discussions, hiring events and other initiatives, we’re able to reach talented students and professionals across many communities that enrich our company with diverse perspectives and in-demand skills.

Hispanic/Latino

- Latino Institute for Corporate Inclusion (with League of United Latin American Citizens)
- Latino Tech Summit
- Hispanic Association on Corporate Responsibility Symposium
- Cleveland El Barrio Tech Center Opening
- SER (Service, Employment and Redevelopment) National Annual Conference
- Labor Council for Latin American Advancement Convention
- National Council of La Raza Annual Conference

LGBT

- Reaching Out LGBT MBA & Business Graduate Conference
  - “Before and After: Transgender Issues in the Workplace” panel
  - Hosted 40 LGBT MBA students at our headquarters
- Lesbians Who Tech Summit
- Out & Equal Workplace Summit
- Ranked No. 6 on DiversityInc’s Specialty List for LGBT employees

Native American

- American Indian Science and Engineering Society National Conference (with Inter-Tribal Council of AT&T Employees)
  - Hosted “Life at AT&T: Technology & Beyond” panel
  - Recruited summer interns across the 37 tribal colleges (with American Indian College Fund)
- Winds of Change Top 50 STEM Employers for Native Americans
- American Indian Higher Education Consortium Student Conference
- National Center for American Indian Enterprise Development National RES Conference
- Native Edge, job-seeker platform
Recruiting and outreach highlights

African-American
- BEYA (Black Engineer of the Year Awards)
- Women of Color in STEM
- Black Enterprise TechConneXt
- National Black MBA
- National Society of Black Engineers
- National Sales Network
- Digital Literacy
- Black Family Awareness Week (with The NETwork)

Military
- 100,000 Jobs Mission
  - One of the first corporate partners to join
  - Fulfilled a commitment to hire 10,000 veterans by 2018 two years early
- Careers for Veterans Job Search
  - Hosted weekly online Advisor sessions for veterans and military spouses
- Ranked No. 5 on DiversityInc’s specialty list for veteran employees

People With Disabilities
- Career Opportunities for Students With Disabilities
- LaunchAbility Global Summit on Autism Dallas
- American Foundation for the Blind Leadership Conference
- 10th Annual Disability Matters North America Conference & Awards
  - Received Steps to Success Award
- USBLN National Conference
Recruiting and outreach highlights

Women

• National Association for Female Executives
• Anita Borg Institute
• National Center for Women & Information Technology
• UCLA Anderson Women’s Leadership Summit — keynote by Cynt Marshall for second year in a row
• Texas Diversity Council’s Women in Leadership Symposium
• Mentorship Program Capstone Dinner — Kelley Women at Indiana University Bloomington
• USC Graduate Women in Business Annual Conference, University of Southern California
• Forté MBA Women’s Leadership Conference

• National Association of Women MBAs
• Society of Women Engineers
• Possible Woman
• Girls Rock (Dallas)
• Women in Communications

Asian & Pacific Islander

• ASCEND National Conference and Career Expo
• Asian MBA Leadership & Career Conference
• Asia Society Conference
• Launched Society of Asian Scientists and Engineers
Our employee groups continued to grow in 2016. Our 12 employee resource groups and 11 employee networks† achieved more than 136,000 combined memberships by the end of the year. Together, these groups play a key role in connecting AT&T to the world around us and making a positive difference in people's lives within our company and around the globe.

Participating in an employee group fosters professional development and personal growth, which drives business results and strengthens our communities.

Employee resource groups (ERG) overview
Our 12 ERGs are nonprofit groups that provide support, advocacy, education, mentoring and more to groups representing a range of cultural populations, women, generations, military veterans, individuals with disabilities and members of the LGBT community. They are open to all employees.

Employee networks (EN) overview
With the launch of PULSE of India and AT&T Professional Engineers in 2016, we now have 11 ENs (seven international, four domestic) that are also open to all employees. Organized around cross-functional diversity and usually focused on specific business or professional development issues, these groups are created and managed by employees but are not formal nonprofit organizations.

†See appendices A and B for detailed descriptions of our employee groups.
Our employee resource groups

APCA
Asian Pacific Islanders for Professional & Community Advancement

ICAE
The Inter-Tribal Council of AT&T Employees

IDEAL
Individuals with Disabilities Enabling Advocacy Link

ICAE
The Inter-Tribal Council of AT&T Employees

OASIS
The Organization of Asian Indians at AT&T

oxyGEN
Young Professionals of AT&T

>50
Professionals 50 & Forward

HACEMOS
The Hispanic/Latino Employee Association of AT&T

LEAGUE at AT&T
The Lesbian, Gay, Bisexual, Transgender (LGBT) and Allies Organization of AT&T

The NETwork
The NETwork BICP (Black Integrated Communications Professionals)

Women of AT&T
The Organization for Women at AT&T
Communication and understanding were key themes of our largest National ERG Conference to date, where 1,877 employees came together to celebrate achievements and accept new challenges. Another 1,875 participated in the conference via webcast.

Enhancing the experience
Attendees enjoyed many enhancements to the conference, including:

• Opening performance by Anthem Lights, complete with a color guard

• A fireside chat opportunity for every participant to connect with a senior leader

• Officer panels focused on transformation and integration, ethics and compliance, leading through uncertainty and more

• Compelling keynotes from two external speakers — Reshma Saujani, founder and CEO of Girls Who Code, and Jessica Cox, motivational speaker

• A rousing after-party and movie screening hosted by AT&T Entertainment Group
ERG in Action Awards

Each year, we recognize six ERG initiatives for making a difference to our company, our employees or our communities. In 2016, we chose three national winners and three local winners with two honorable mentions from 42 worthy nominations. Congratulations on your outstanding impact!

### NATIONAL WINNERS

<table>
<thead>
<tr>
<th>Initiative</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>OASIS (The Organization of Asian Indians at AT&amp;T)</strong></td>
<td>“Cricket University Program” Connected with 20 universities and reached more than 200,000 South Asian students; promoted Cricket as their preferred mobility brand through various student organizations on campuses across the United States</td>
</tr>
<tr>
<td><strong>IDEAL Disability Advocates</strong></td>
<td>“Voices of Alzheimer’s” Partnered with the National Alzheimer’s Association to reach thousands of early onset patients; demonstrated how many features on our smartphones can help Alzheimer’s patients</td>
</tr>
<tr>
<td><strong>APCA (Asian Pacific Islanders for Professional &amp; Community Advancement)</strong></td>
<td>“Promote AT&amp;T as the Premier Entertainment Provider” Collaborated with AT&amp;T marketing to produce a video promoting AT&amp;T as a provider of choice to 270,000 attendees at the Asian American International Film Festival</td>
</tr>
</tbody>
</table>

### LOCAL WINNERS

<table>
<thead>
<tr>
<th>Initiative</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>OASIS Texas</strong></td>
<td>“iCodeHACK” Sponsored a mobile app hackathon for 230 elementary through high school students at our headquarters with judging by technology leaders and AT&amp;T influencers; participants submitted 183 innovative ideas</td>
</tr>
<tr>
<td><strong>HACEMOS St. Louis</strong></td>
<td>“Golf Classic” Annual scholarship golf classic brought together 17 corporate sponsors; 115 golfers raised more than $15,000 for college students in the St. Louis area</td>
</tr>
<tr>
<td><strong>Women of AT&amp;T Atlanta</strong></td>
<td>“Power Up 2020” Employee summit featuring senior leaders who shared insights on how to optimize your effectiveness, stand out in a crowd and accomplish your goals; more than 2,000 employees from 18 business units participated in the summit</td>
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### Honorable Mention:

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<tr>
<th>Initiative</th>
<th>Description</th>
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<tbody>
<tr>
<td><strong>Women of AT&amp;T, oxyGEN, &gt;50</strong></td>
<td>“#ShiftFridays” Expanded the #ShiftFridays program, leading employees through the AT&amp;T University Technology Transformation Series to help them evolve their skills with additional training sessions on big data and cybersecurity</td>
</tr>
<tr>
<td><strong>APCA (Asian Pacific Islanders for Professional &amp; Community Advancement)</strong></td>
<td>“Operation Santa” Raised $8,250 and volunteered 893 hours to assemble and deliver gift bags, stockings and toys for 3,487 active duty, retired military, homeless veterans, Wounded Warriors and children of wounded or deployed soldiers</td>
</tr>
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</table>
Nearly 1,000 employees volunteered their time on our Day of Service, held on the second day of the conference. Initiatives included:

<table>
<thead>
<tr>
<th>Initiative</th>
<th>Volunteers</th>
<th>Meals Packed</th>
<th>Blankets Made</th>
<th>Donors Registered</th>
<th>Donors Matched</th>
<th>Testing Kits Made</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Community Engagement, Stop Hunger Now</strong></td>
<td>605</td>
<td>179K</td>
<td>51</td>
<td>47</td>
<td>20</td>
<td>1,000</td>
</tr>
<tr>
<td><strong>ICAE, Spirit of Warmth</strong></td>
<td>51</td>
<td>70</td>
<td>223</td>
<td>350</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>The NETwork, Be the Match</strong></td>
<td>50</td>
<td>1,000</td>
<td>47</td>
<td>20</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Women of AT&amp;T, Pillowcase Dresses for Little Girls in Africa</strong></td>
<td>223</td>
<td>350</td>
<td></td>
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</tr>
</tbody>
</table>

This national organization provides meals for those in need by engaging volunteers to package meals for the hungry in the U.S. and underdeveloped countries worldwide.

No sewing skills were required to make warm, cozy blankets to be donated to tribes, Native American orphanages, veterans and crisis shelters.

This initiative of the National Marrow Donor Program is a blood and marrow registration drive that helps patients connect with matching donors for life-saving transplants.

Crafty volunteers transformed pillowcases into adorable dresses.
From tolerance to understanding: a powerful keynote

As a corporate champion of diversity and inclusion, we’re proud of the amazing strides we’ve made together. Yet, as our CEO said so poignantly during his keynote speech at the 2016 National ERG Conference, racial tension and cultural prejudice remain serious problems that demand action.

Randall Stephenson urged attendees to take up the challenge of engaging in open, honest — and, yes, difficult — discussions about our differences. By understanding the life experiences and emotions that shape each other’s views, we begin to find common ground and choose productive ways to move forward.

With bold leadership and inspired employees who are willing to do the hard work of moving from tolerance to understanding, AT&T is elevating our potential while setting a positive example for change.

“Tolerance is for cowards. Being tolerant requires nothing from you but to be quiet and not make waves, holding tightly to your views and judgments without being challenged. Do not ‘tolerate’ each other. Work hard, move into uncomfortable territory and understand each other.”

Randall Stephenson
Chairman &
Chief Executive Officer
Our employee networks

- AT&T Asia Pacific Women’s Organization
- AT&T EMEA Women’s Network
- AT&T Professional Engineers
- AT&T Women of Finance
- AT&T Women of Technology

- Business Professionals
- Mujeres en acción AT&T
- Parents @ Work
- Project Management Network
- PULSE of India
- TOGETHER AT&T Most of World LGBT and Allies Employee Network
Our employee networks, open to all employees, usually focus on specific business or development issues. These national and international networks are organized around cross-functional diversity and concentrate on generating positive results — while opening up new avenues for personal and professional development.

Organizational objectives
Although employee networks receive no formal operational funding from the company, each organization must:

• Support the company’s values, business goals and initiatives
• Embrace cross-functional diversity and employee differences
• Support the One AT&T initiative by enlisting and recruiting managers across all business units
• Support and assist business units on an ad hoc or special project basis
• Expose members to areas of the business they would not otherwise have encountered

Charter elements
Every employee network must focus on at least two of the following:

• Community service
• Employee development and engagement
• Business impacts related to recruiting, product referrals or the like
New employee networks and 2016 initiatives

We’re pleased to report the addition of two new employee networks in 2016† — the AT&T Professional Engineers network and PULSE of India. As we welcome these new organizations, we also want to take the opportunity to recognize the good work of our existing networks.

In 2016, our Women of Finance and Women of Technology networks were especially successful with their initiatives. Women of Finance held six education sessions, launched 54 mentoring circles, created a video mentoring series and hosted dozens of networking events. Women of Technology launched its first local chapters in St. Louis and El Segundo, held virtual book club meetings and brought renowned speakers Mary Anne Hicks, Polly Bessel, Marachel Knight and Amanda Crawford to Girl Scout Coding Camp.

Internationally, our Mujeres en acción and Parents @ Work groups were busy as well. Mujeres en acción sponsored a future-focused workshop encouraging 2,800 participants to share their professional and personal goals. They also recruited 40 young women who received STEM scholarships as trainee engineers. Parents @ Work hosted two executive speaker sessions featuring Anne Chow and Greg Wieboldt, who discussed their approaches to career building and parenthood. The organization also set up a Parents @ Work library in three Central European cities.

These are just a few of the many reasons we’re so proud to have these amazing leaders and problem solvers working on our behalf.

†See Appendix B for detailed descriptions of our employee networks.
Employee leadership initiatives

From our exclusive ERG Leadership Academies to the domestic and most-of-world EN Leadership Experience, there’s no shortage of opportunities to learn from the best.

ERG Leadership Academies
AT&T ERG Leadership Academies are two-day, leader-led sessions designed to help participants more fully develop their leadership skill sets and talents. National ERG presidents nominate their top ERG officers to attend one of the academies, which cover competency and work-style assessments, development courses for building high-performing teams, conflict resolution and more. Attendees also participate in breakout sessions to build critical relationships across ERGs, share best practices and meet with senior management in informal settings.

EN Leadership Experience
As grassroots organizations wholly created and managed by employees, our employee networks offer hands-on opportunities to lead cross-functional teams toward a common goal. And in 2016, 36 leaders from our domestic and most-of-world networks came together to sharpen their skills at our EN Leadership Experience sessions in Dallas and Germany. A joint effort of the Diversity & Inclusion organization and AT&T University, these intensive one-day summits are modeled after our successful ERG Leadership Academies and cover topics ranging from value propositions and elevator pitches to strategic planning and communication.

We believe leadership today inspires leadership tomorrow. These sessions encourage employees to step up to the challenge.
As part of former President Obama’s commitment to close the national wage gap for women, the White House encouraged private-sector companies to join its Equal Pay Pledge. We were proud to support this initiative as it aligns with our longtime belief in fair employment practices.

In addition to signing this pledge, AT&T released this statement:

Our commitment to diversity and inclusion has been visible and steadfast for nearly half a century. It dates back to the establishment of our Supplier Diversity Program in 1968, and our first employee resource group in 1969. Today, more than 54,000 employees are members of one or more employee resource groups, while more than 16,000 are involved in one or more employee networks.

Diversity and inclusion are essential to our culture and our success. They foster big ideas, fresh perspectives and opportunities, and bold leadership. They play an essential role in innovation, and they help us play a more vital role in our communities. Engaging in practices that support diversity, inclusion and equality is a basic part of how we do business.

Signing on to the White House Equal Pay Pledge reinforces and validates what we already deliver to our employees: equal pay for comparable work, experience and performance, regardless of gender, race, religion or age. We’re proud to continue the practices that have created our fair and equitable workplace.
Communities & constructive collaboration
Good business starts with our communities

By supporting diversity-minded initiatives through sponsorships, volunteer hours and more, we’re making a positive impact in the community.

In 2016, the Diversity & Inclusion team implemented our diversity segment strategy to ensure that, across the enterprise, we connect with the diverse communities we serve. Our diversity segment leads help us identify valuable business partners, build strong partnerships with multicultural organizations and recruit top talent. By supporting diversity-minded initiatives through sponsorships, volunteer hours and more, we make a positive impact in the community.

Racial and ethnic diversity

From our role as a founding member of the Hispanic Association on Corporate Responsibility to our support of the Diversity Leadership Forum focused on the advancement of Asian talent, AT&T sponsors a wide range of initiatives to build a diverse talent pipeline. In 2016, we sponsored more than 160 nationally focused initiatives, including the UNCF Masked Ball scholarship fundraiser, sponsorships with the National Center for American Indian Enterprise Development to promote hiring of Native American professionals, INROADS summer internships and many more programs.

$400MM
commitment from AT&T Aspire — driving innovation in education

$139MM
corporate, employee, foundation giving

383,389
employee group volunteer hours
Historically black colleges and universities

Historically black colleges and universities (HBCUs) are vital to our talent pipeline. We support these institutions and their nearby communities through outreach initiatives, sponsorships and other mutually beneficial relationships. Each year, we recruit on-site for interns and employees — including many with in-demand science, technology, engineering and math backgrounds. And in 2016, we coordinated more than 20 events at HBCUs. We held informational sessions on our Leadership Development Program at Howard University, North Carolina A&T State University, Spelman College, Winston-Salem State University, Bennett College and Shaw University. We also served as presenting sponsor of the Black Enterprise TechConneXt Summit in Silicon Valley, where we hosted a private AT&T lab tour and technology experience for more than 40 students.

Youth outreach

We were proud to lend our support to the Time to Thrive conference, a Human Rights Campaign event that brings together K–12 educators, mental health professionals, community-based advocates and others to provide resources for the inclusion and well-being of LGBTQ youth. We also supported the National Court Appointed Special Advocate Association in its work to provide safety and stability for abused or neglected children.

Science and technology for all

As career opportunities in science, technology, engineering and math continue to expand, we’re proud to support efforts to increase inclusion and diversity in these fields. Examples include the Black Enterprise TechConneXt Summit, the Lesbians Who Tech Summit, the Grace Hopper Celebration of Women in Computing and the AISES conference to increase representation of indigenous North American people in STEM careers.

Disability inclusion

People with disabilities bring valuable perspectives to the workplace that help companies improve their products and processes. We were proud to champion the USBLN National Conference & Biz2Biz Expo and the National Organization on Disability, whose focus is on increasing job opportunities for the 80 percent of disabled adults in the United States who are not employed. We also sponsored and participated in the LaunchAbility Academy training program, which offers hands-on work experience and soft-skills training for people with disabilities. In addition, we hosted the 5000 Initiative: Autism in Tech Workforce Summit, an initiative committed to creating 5,000 tech jobs for people with autism by 2020.

Exploring faith and inspiration through mobility

Increasingly, people of faith are using their mobile devices to connect with their places of worship or sources of inspiration. Inspired Mobility is an AT&T movement that explores and embraces this trend. In 2016, the conversation was punctuated by an Inspired Mobility town hall meeting featuring Jason Caston, author of *The iChurch Method: How to Advance Your Ministry Online*, and Rev. Run, a legendary artist whose journey from hip-hop icon to worship leader has captivated millions of social media followers. We also expanded our Inspired Mobility message by hosting the Blogging While Brown conference and the National Association of Black Journalists conference.
State and local initiatives

From state to state, we connect with local communities in many different ways. The following highlights are just a few examples of the initiatives we championed at the state level in 2016.†

California:
Supported the California Rangeland Trust Farm to Future program to introduce Latino, Asian and African-American underserved students to careers in life science, ecology, agronomy and food science or to provide specialized training in those fields.

Florida:
Sponsored the annual Champions of Equality awards gala presented by SAVE Dade, an organization dedicated to protecting people who are lesbian, gay, bisexual and transgender against discrimination.

Illinois:
Partnered with the College of Engineering at the University of Illinois, Urbana-Champaign, to sponsor ICANEXSEL — a program that helps inner-city Chicago eighth-graders develop math and science skills for high school.

Kentucky:
Conducted Digital You technology training at AT&T retail locations to help seniors use their smartphones and tablets effectively and confidently.

Maryland:
Served as a leading sponsor for the President’s Roundtable, a results-driven organization of high-growth African-American businesses striving to improve access to opportunities for all minority entrepreneurs, enhance the quality of life in the community and provide peer support.

Mississippi:
Sponsored a Boys and Girls Club of Mississippi Valley State University after-school program that provided academic support, STEM computer-based projects, life-skills training and culturally relevant activities to help high school students stay on track to graduate.

New Mexico:
Sponsored the Native American Youth Leadership Conference in Albuquerque, bringing together Native American youth from across the country to build leadership skills and emphasize the importance of community service and health.

New York:
Supported Quality Services for the Autism Community to help bring technical education to many students and spotlight a new area of employment opportunities.

†See Appendix D for an expanded list of community initiatives by state.
North Carolina:
Supported the Saint Monica Teen Center in southeast Raleigh, supplying computers for its nationally acclaimed Digital Connectors program and providing a free 1 Gbps AT&T Fiber circuit for community use.

Oklahoma:
Supported Honoring America’s Warriors, an organization dedicated to servicing the physical, mental and spiritual wellness of our nation’s veterans.

South Dakota:
Partnered with the Native American Coding Boot Camp Foundation of the Sioux Falls Diversity Council to fund a gaming boot camp aimed specifically at Native American students in South Dakota.

Washington:
Served as a major sponsor at the Governor’s 2016 Race and Equity Summit, which brought together 500 state and local government, nonprofit and business leaders to have an open dialogue and share best practices from around the country and state.

West Virginia:
Employees in Huntington created sculptures using canned goods earmarked for donation to the Facing Hunger Foodbank.
Customers & enduring trust
Diverse customers, focused connections

AT&T strives not only to reach, but authentically connect with, the increasingly diverse population of the U.S.

We connect through an integrated program of direct mail, email, radio, TV, online, mobile, social media and retail point-of-purchase marketing that is culturally relevant and in-language when and where appropriate. Of the many customer outreach events we launched during the year, the ones that follow represent a vibrant cross-section of culture and identity.

AT&T 28 Days: Elements of Change: a celebration of Black History Month

Elements of Change was the theme of this year’s 28 Days campaign — our eighth annual Black History Month program. This digital initiative exposed visitors to iconic moments, trailblazers and organizations that have shaped African-American culture, supported positive social change and inspired others to succeed. Through clickable images, video interviews, feature stories and a photo-driven sweepstakes, Elements of Change encouraged participants to learn, share and ultimately create their own proud history.

Results

266 million digital and social impressions
193,602 microsite visits
3,190 sweepstakes entries
1.3 million campaign video views
2,774 social shares
We created a common platform to reinforce our brand promise of Mobilizing Your World among ambicultural consumers.

Results

**Soccer**
- 150,000 stadium attendees
- 40 million social media impressions
- 87% now more likely to consider AT&T

**Concerts**
- 35,000 event attendees
- 70 million social media impressions
- 75% now more likely to consider AT&T

**Boxing**
- 51,200 fight attendees
- 14 million social media impressions
- 300,000 pay-per-views

**Latin Music’s Hottest Night**
- 623 attendees
- 70.3 million social media impressions
- #ExpresaTuPasión trended on event night

Expresa Tu Pasión: connecting with Hispanic consumers

With so many different opportunities available to reach Hispanic audiences, we created a common platform to reinforce our brand promise of Mobilizing Your World among ambicultural consumers. “Expresa Tu Pasión” engaged consumers digitally, socially and through on-site experiences at sports and entertainment venues. Events included an interactive activation zone during Fútbol Fiesta tailgate parties, audience-driven concert experiences using technology, Hispanic Heritage month promotions leading to the Canelo vs. Smith fight at AT&T Stadium, and a millennial-focused pre-Latin Grammy party in Las Vegas.
Beyond Limits: disabilities marketing

This 10-week social engagement campaign featured three influential people with mobility disabilities who are living life #BeyondLimits — three-time Paralympic gold medalist Alana Nichols, extreme athlete Aaron “Wheelz” Fotheringham and motivational speaker Eric LeGrand. A sweepstakes for a VIP experience at the U.S. Olympic Training Center helped drive traffic to the campaign website, which encouraged visitors to share their own video stories about how technology helps them push Beyond Limits. We extended our reach with a presence at expos in New York, Orlando and Chicago, which included HD walls showcasing influencer videos and on-site portals for users to submit their stories.

Results

<table>
<thead>
<tr>
<th>metric</th>
<th>target</th>
<th>achieved</th>
</tr>
</thead>
<tbody>
<tr>
<td>Visitors</td>
<td>100%</td>
<td>112%</td>
</tr>
<tr>
<td>Video views</td>
<td>100%</td>
<td>2,220%</td>
</tr>
<tr>
<td>Social shares</td>
<td>100%</td>
<td>542%</td>
</tr>
<tr>
<td>Earned media</td>
<td>100%</td>
<td>139%</td>
</tr>
</tbody>
</table>
Live Proud: LGBT social engagement

Our 2016 Live Proud campaign was a digital, social and experiential initiative that encouraged people to create new moments to remember during Pride season. Participants had the opportunity to contribute their moments to the first-ever user-generated digital mosaic — powered with pride by AT&T — for 4,500 total photo submissions. And when tragedy unfolded in Orlando during the second week of the campaign, our internal teams came together to immediately use our Live Proud website and media buy to share a message of healing.

Results

<table>
<thead>
<tr>
<th>Event engagement</th>
<th>Social media engagement</th>
</tr>
</thead>
<tbody>
<tr>
<td>130% of goal</td>
<td>430% of goal</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Microsite engagement</th>
<th>Earned media impressions</th>
</tr>
</thead>
<tbody>
<tr>
<td>110% of goal</td>
<td>123% of goal</td>
</tr>
</tbody>
</table>
A Festival of Family & Friends: ringing in the Lunar New Year

A series of Lunar New Year events took place for nine days in San Francisco and Los Angeles. By orchestrating events centered around activities that families and friends could do together using technology, and taking steps to market and engage with prospective attendees in three languages, we created an atmosphere of interactive excitement that strengthened our brand presence among a broad range of Asian communities in both markets.

Results

- Media impressions: 89.4 million
- Earned PR impressions: 3.8 million
- Engagement: 50,226
Suppliers & proven teamwork
Equipping suppliers with the tools to succeed

*Since 1968, we’ve connected certified diverse suppliers with opportunities to provide products and services to AT&T.*

We value the diverse insights and experiences of our supplier network, and we back that up with continual outreach to an ever-expanding network of collaborators and vendors.

Since 1968, we’ve connected certified diverse minority-, women- and disabled veteran-owned businesses with opportunities to provide products and services to AT&T around the world. We challenge ourselves to allocate at least 21.5 percent of our annual procurement spend to diverse suppliers. And through our Prime Supplier program, our suppliers must meet diversity goals as well.

---

21.5% annual procurement spend goal, diverse suppliers
Fostering collaboration and achievement

Initiatives and accomplishments
We’re always developing new ways to attract and retain diverse suppliers. Highlights from 2016 included:

• Launching a virtual-on-demand supplier matchmaking tool to help Prime Suppliers engage diverse subcontractors
• Collaborating with Global Supply Chain and business unit partners to identify supplier opportunities
• Engaging in forums, panel discussions and other opportunities to keep suppliers updated on new technologies and AT&T-specific requirements
• Sponsoring the Business Growth Acceleration Program to help diverse businesses overcome challenges and navigate opportunities
• Achieving Million Dollar Club recognition at the U.S. Hispanic Chamber of Commerce Convention
• Earning the Corporation of the Year Top Performers Innovation Award from the National Minority Supplier Development Council
• Being inducted into the Women’s Business Enterprise Hall of Fame

Informing and engaging at the AT&T Supplier Conference
There’s no question that fast-evolving technologies related to connectivity, mobile service, next-generation TV and other smart solutions are placing greater demands on networks. Fortunately, these demands also open up tremendous opportunities for suppliers. This was the focus of the 2016 AT&T Supplier Conference, held June 8–9 in Dallas.

An estimated 650 participants representing 325 companies (113 diverse) attended the event, which was in conjunction with the TIA 2016: Network of the Future Conference. In addition to informative insights, networking opportunities and future-focused keynotes, a select group of Prime Suppliers came forward to accept the Supplier Diversity Crystal Award for exceeding 21 percent diversity inclusion.
Supplier diversity awards

*DiversityInc*
Top 50 Survey
Top Companies for Supplier Diversity
(No. 1, third consecutive year)

*DiversityPlus*
Top 25 Women in Power Impacting Diversity
(Alíthia Bruinton)

*Minority Business News USA Magazine*
Buyer of the Year, 2016 Champions of Supplier Diversity
(Susan Johnson, Oliver Turman)

National Minority Supplier Development Council
Corporation of the Year
Top Performers Innovation Award

National Veteran-Owned Business Association
Military Friendly® Supplier Diversity Programs

Northwest Mountain Minority Supplier Development Council
Regional Corporation of the Year

*Professional Woman's Magazine*
Best of the Best, Top Supplier Diversity Program

U.S. Hispanic Chamber of Commerce
Million Dollar Club

*U.S. Veterans Magazine*
Top Supplier Diversity Program

Women's Business Council Southwest
Trailblazer Award

Women's Business Enterprise National Council
Top Organizations for Women's Business Enterprises
For decades, we’ve led the way in diversity and inclusion. And now, it’s time to lead the difficult conversations that are so important to building genuine trust.

Our chairman has issued a challenge to each one of us to move beyond what we know — and what we think we know about other communities — and to immerse ourselves in the thoughts, emotions and viewpoints that our friends and colleagues face every day. The path from tolerance to understanding is long and winding. But by deepening our knowledge and engaging each other in meaningful ways, the journey we share can move us forward with greater speed and conviction.
Awards
Diversity & Inclusion national awards

Earning our legacy of inclusion

Innovation doesn’t happen in a vacuum. It takes a diverse, inclusive culture that welcomes all points of view. That’s what makes us who we are — a great place to work, a desired business partner and a committed member of the communities we serve. With each new award, we’re honored to lead the way toward a changing professional landscape that will someday reflect the full diversity of our nation and our world.

100+ Awards for Diversity & Inclusion at AT&T

Best for Vets: Employers
Military Times

Perfect score 13 years in a row
Human Rights Campaign (LGBT Equality) — Corporate Equality Index

100% Score Disability Inclusion Index
U.S. Business Leadership Network

Best Employer for Promoting Asian Pacific Women/Diversity
Asia Society

Best Practices Company
Asia Society

2016 Best Companies for Diversity
Black Enterprise magazine

Top 15 ERG for HACEMOS
LATINA Style

No. 3 — Fifty Best Companies of the Year
LATINA Style

No. 1 for Supplier Diversity
DiversityInc

Top 50 Companies for Diversity
DiversityInc

90% Corporate Inclusion Index
Hispanic Association on Corporate Responsibility

Best Workplace for African-Americans
Fortune

Best Workplace for Diversity
Fortune
<table>
<thead>
<tr>
<th>Organization</th>
<th>Award</th>
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<tbody>
<tr>
<td>2020 Women on Boards</td>
<td>Winning “W” Company</td>
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<tr>
<td>Affinity magazine</td>
<td>Top Corporations for LGBT Economic Empowerment</td>
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<tr>
<td>American Advertising Federation</td>
<td>Mosaic Award (Seeing Stars Campaign)</td>
</tr>
<tr>
<td>American Association of People with Disabilities</td>
<td>Connector Award</td>
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<tr>
<td>Asia Society</td>
<td>Best Employer for Promoting Asian Pacific Women/Diversity</td>
</tr>
<tr>
<td></td>
<td>Best of the Best Asian Pacific American Employee Resource Groups</td>
</tr>
<tr>
<td></td>
<td>Distinguished Performance, Asian Pacific American Employee Resource Groups</td>
</tr>
<tr>
<td></td>
<td>2016 Best Practices Company</td>
</tr>
<tr>
<td></td>
<td>– Diversity</td>
</tr>
<tr>
<td></td>
<td>– Market Opportunities</td>
</tr>
<tr>
<td></td>
<td>– Profit &amp; Loss Leadership Development</td>
</tr>
<tr>
<td>Asian American Professional Association</td>
<td>Diversity &amp; Achievement Award</td>
</tr>
<tr>
<td>Black Enterprise magazine</td>
<td>Best Companies for Diversity</td>
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</tbody>
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## Organization

<table>
<thead>
<tr>
<th>Black Equal Opportunity Employment (EOE) Journal</th>
<th>Award</th>
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<tbody>
<tr>
<td></td>
<td>Best of the Best</td>
</tr>
<tr>
<td></td>
<td>– Top Diversity Employer</td>
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<tr>
<td></td>
<td>– LGBT-Friendly Company</td>
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<tr>
<td></td>
<td>– Disability-Friendly Employer</td>
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<tr>
<td></td>
<td>– Supplier Diversity Programs</td>
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<table>
<thead>
<tr>
<th>DirectEmployers Association</th>
<th>Award</th>
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</thead>
<tbody>
<tr>
<td>Diversity in Action</td>
<td>Award</td>
</tr>
<tr>
<td>Diversity Matters</td>
<td>Award</td>
</tr>
<tr>
<td>DiversityBusiness.com</td>
<td>Award</td>
</tr>
<tr>
<td>DiversityMBA</td>
<td>Award</td>
</tr>
<tr>
<td></td>
<td>“50 Out Front,” Diverse &amp; Women Managers</td>
</tr>
<tr>
<td></td>
<td>Best in Class Specialty Awards</td>
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<tr>
<td></td>
<td>– Recruitment</td>
</tr>
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<td></td>
<td>– Succession Planning</td>
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<tr>
<td></td>
<td>– Accountability</td>
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<tr>
<td></td>
<td>– Board Diversity</td>
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### Organization

<table>
<thead>
<tr>
<th>DiversityInc</th>
<th>Award</th>
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</thead>
<tbody>
<tr>
<td>Top 50 Companies</td>
<td></td>
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<tr>
<td>– Diversity (#4)</td>
<td></td>
</tr>
<tr>
<td>– Supplier Diversity (#1)</td>
<td></td>
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<tr>
<td>– LGBT Employees (#6)</td>
<td></td>
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<tr>
<td>Top 10 Companies</td>
<td></td>
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<tr>
<td>– Employee Resource Groups (#1)</td>
<td></td>
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<tr>
<td>– Mentoring (#4)</td>
<td></td>
</tr>
<tr>
<td>– Recruitment and Retention (#1)</td>
<td></td>
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<tr>
<td>– Veterans (#5)</td>
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### Award

<table>
<thead>
<tr>
<th>Fortune</th>
<th>Great Place to Work®</th>
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</thead>
<tbody>
<tr>
<td>– Best Workplace for African-Americans</td>
<td></td>
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<tr>
<td>– Best Workplace for Diversity</td>
<td></td>
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<table>
<thead>
<tr>
<th>Great Place to Work (Mexico)</th>
<th>Best Place to Work for Women (International)</th>
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<tbody>
<tr>
<td>Greater Women’s Business Council</td>
<td>TOP Corporation of the Year Awards</td>
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<tr>
<td>Hispanic Association on Corporate Responsibility</td>
<td>90% Score</td>
</tr>
<tr>
<td>Human Rights Campaign</td>
<td>Corporate Equality Index, 100% score (13th consecutive year)</td>
</tr>
<tr>
<td>Organization</td>
<td>Award</td>
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<tr>
<td>----------------------------------------------------------------------------</td>
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<tr>
<td><strong>INROADS</strong></td>
<td>Corporate Partner of the Year</td>
</tr>
<tr>
<td><strong>LATINA Style magazine</strong></td>
<td>Best 50 Companies for Latinas to Work (#3)</td>
</tr>
<tr>
<td></td>
<td>Top 15 Employee Resource Groups of the Year (HACEMOS)</td>
</tr>
<tr>
<td><strong>Los Angeles Addy Awards (American Advertising Awards)</strong></td>
<td>Branded Content, Integrated (Live Proud)</td>
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<tr>
<td><strong>Military Times</strong></td>
<td>Best for Vets Employer</td>
</tr>
<tr>
<td><strong>Minority Engineer</strong></td>
<td>Top 50 Employers</td>
</tr>
<tr>
<td><strong>National Association for Female Executives</strong></td>
<td>Top 50 Companies for Executive Women</td>
</tr>
<tr>
<td><strong>National Business Inclusion Consortium</strong></td>
<td>Best-of-the-Best Corporations for Inclusion</td>
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<tr>
<td><strong>Pax Ellevate Management</strong></td>
<td>Global Women's Index Fund</td>
</tr>
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<td><strong>Professional Woman’s Magazine</strong></td>
<td>Top Disability-Friendly Companies</td>
</tr>
<tr>
<td></td>
<td>Top LGBT Friendly Companies</td>
</tr>
<tr>
<td></td>
<td>Top Supplier Diversity</td>
</tr>
<tr>
<td></td>
<td>Top Employer</td>
</tr>
<tr>
<td><strong>STEM Jobs magazine</strong></td>
<td>STEM Jobs Approved List</td>
</tr>
<tr>
<td>Organization</td>
<td>Award</td>
</tr>
<tr>
<td>---------------------------------------------------</td>
<td>---------------------------------------------------------</td>
</tr>
<tr>
<td><em>STEM Workforce Diversity</em> magazine</td>
<td>Top 50 Employers</td>
</tr>
<tr>
<td>U.S. Business Leadership Network</td>
<td>100% Disability Equality Index</td>
</tr>
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<td></td>
<td>Marketplace Innovator of the Year,</td>
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<td></td>
<td>Disability Inclusive Marketing/Advertising Campaign</td>
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<td>U.S. Hispanic Chamber of Commerce</td>
<td>Million Dollar Club</td>
</tr>
<tr>
<td><em>U.S. Veterans Magazine</em></td>
<td>Top 10 Veteran-Friendly Companies</td>
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<td></td>
<td>Top Supplier Diversity Programs</td>
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<td>Women's Business Enterprise National Council</td>
<td>Top Organizations for Women's Business Enterprises</td>
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<td>Women's Business Enterprise</td>
<td>Hall of Fame</td>
</tr>
<tr>
<td>Working Mother Media</td>
<td>Diversity Best Practices</td>
</tr>
</tbody>
</table>
Appendices
Appendix A: Employee resource group initiatives

In 2016, we supported 12 employee resource groups with more than 115,000 memberships.

>50 — Professionals

50 & Forward

About:
• Founded in 2014
• More than 6,700 members
• 10 chapters

Mission:
To engage an experienced and dedicated group of AT&T professionals who embody our company’s commitments to workplace and community diversity and inclusion, professional development, technological leadership and growth

2016 Initiatives:
• ACT II: Developed educational programs to equip members for the future and support their journey to 2020
• “Work-Life >50”: Provided programs focused on community services, information sharing and family fun — all designed to promote balance
• Wellness >50: Provided webinars and webcasts to encourage members to take charge of their health

APCA

(Asian Pacific Islanders for Professional & Community Advancement)

About:
Founded in 2006, merging two organizations dating back to 1978 and 1987
• More than 8,700 members
• 14 chapters

Mission:
Dedicated to creating alliances that enhance professional and leadership opportunities for members and their communities

2016 Initiatives:
• National ERG in Action Award for positioning AT&T as the premier integrated mobile and entertainment provider around the globe, and promoting our brand in the community
• Awarded $165,000 in STEM scholarships and student film, entertainment and public service scholarship awards — a 35 percent increase from 2015
• Donated $10,000 to the American Red Cross for disaster relief in Nepal
• Created the APCA ERG app Everywhere, engaging members anytime, anywhere on any mobile device

AT&T Veterans — Serving Those Who’ve Served Our Country

About:
• Founded in 1983
• More than 10,000 members, including both veterans and non-veterans with a passion for serving those who’ve served
• 44 chapters

Mission:
To tirelessly serve our veterans, their families and those organizations and communities dedicated to serving our nation’s veterans

2016 Initiatives:
Contributed 35,000+ volunteer hours to hundreds of veteran-focused events and programs at both the national and local levels, including:
• Carry the Load
• ROTC Leadership Awards, nationwide
• American Corporate Partners
• The Vietnam Veterans Memorial Fund
• Heroes on the Water
• Operation Healthy Snack
• Operation Santa
• And dozens of other veteran-based initiatives nationwide
FACES
(Filipino American Communications Employees of AT&T)

About:
• Founded in 1985
• More than 3,350 members
• Nine chapters

Mission:
To promote cultural awareness, diversity and inclusion, and personal and professional development through community involvement and support of AT&T business imperatives

2016 Initiatives:
• Awarded nine domestic students with $21,800 in scholarships — 26 percent more than 2015
• Launched the International Scholarship program, providing a full-ride scholarship to a female student studying STEM in an impoverished and war-torn area of the Philippines
• Engaged 270+ members in the #FitwithFACES program, a health and fitness initiative with a social media tie-in created to support the chairman’s priority to “Equip Our People for the Future” by emphasizing personal as well as professional development

HACEMOS
(Hispanic/Latino Employee Association of AT&T)

About:
• Founded in 1988
• More than 11,350 members
• 41 chapters

Mission:
To foster an environment where people support and encourage each other to succeed professionally, personally and in the community

2016 Initiatives:
• Awarded $156,000 in U.S. scholarships
• Expanded the annual HACEMOS STEM flagship event, High Technology Day, to include a full-experience event in Mexico City
• Engaged more than 4,400 employees in the Mi Salud/My Health wellness initiative through live and virtual sessions, partnerships with medical industry leaders and a robust communication outreach effort during Hispanic Heritage Month
• Recorded more than 36,000 hours of volunteer service time across the country

ICAE
(Inter-Tribal Council of AT&T Employees)

About:
• Founded in 1996
• More than 2,800 members
• Seven councils

Mission:
To establish a common-interest Native American organization committed to the cultural development, career advancement, education, understanding and general well-being of all employees — more specifically, Native Americans

2016 Initiatives:
• Awarded 27 scholarships to Native American undergraduates
• Drew upon ICAE efforts and a $50,000 donation from the AT&T Foundation to launch the Murrow Indian Children’s Home transition program, supporting at-risk youth who have aged out of the foster care system
• Launched Phase 1 of an early literacy, language-preservation venture in California — creating and donating 2,600 early-reader books in both English and Kashaya
**IDEAL Disability Advocates**

**About:**
- Founded in 1989
- More than 5,000 members
- Seven chapters

**Mission:**
Dedicated to supporting individuals with disabilities within the community, the marketplace and the workplace

**2016 Initiatives:**
- Raised $38,000 and conducted outreach and programming for the Alzheimer’s Association
- Created the ALZ and Dementia Care Group for AT&T Employees — Caregivers Supporting Caregivers
- Provided the Puzzle Piece Employee Zone and PACT (Parents and Caregivers Together) to support parents of autistic or chronically ill children
- Supported #iCOUNT on Diversity & Inclusion HR Committee; onboarding featured organization
- Awarded $16,000 in scholarships to fellow employees and their families

**LEAGUE**

(Lesbian, Gay, Bisexual, Transgender and Allies Organization of AT&T)

**About:**
- Founded in 1987
- More than 6,000 members
- 25 chapters

**Mission:**
To promote innovation and inclusion in a supportive environment for LGBTQ employees — championing diversity by developing transformational leaders within our company and communities

**2016 Initiatives:**
- Held “Everything Is Fine” webcast event for mental health awareness, facilitated by LEAGUE National Ally Committee — more than 30 in-person attendees and 446 via webcast
- Raised more than $15,000 supporting the Orlando Resource Center
- Partnered with hundreds of external and internal organizations in 2016 to give back while representing our commitment to diversity — for a total of 425 organizations, 696 events and 17,561 volunteer hours

**OASIS**

(Organization of Asian Indians at AT&T)

**About:**
- Founded in 2001
- 6,200 members
- Seven chapters

**Mission:**
To help global members identify ways to better leverage their talent, connections and engagements within its organization, community and ERG initiatives to drive leadership and recognition opportunities

**2016 Initiatives:**
- For the fourth time, won a National ERG in Action Award for the CRICKET University Program
- Hosted the first iCodeHack event, a hackathon for elementary through high school students to develop mobile apps, regardless of their experience level
- Won the ASPIRE mentoring award for a second year for promoting STEM education
- Awarded more than $44,000 in scholarships in 2016 and more than $100,000 in scholarships the past three years
oxyGEN
(Young Professionals at AT&T)

About:
• Founded in 2011
• More than 18,000 members, our second-largest ERG
• 24 chapters

Mission:
To enhance understanding, increase retention, engage, encourage and develop leadership skills of AT&T employees through cross-generational programs, activities and resources

2016 Initiatives:
• Hosted two “Meet MEG” — Mobilizing Entertainment Globally — webcasts in Los Angeles and New York to introduce members to global entertainment leaders and strategy
• Hosted four “Change Agent Summit” events in which employees collaborated across business units to solve real business problems
• Awarded more than $92,000 in scholarships

The NETwork

About:
• The NETwork BICP (Black Integrated Communications Professionals)
• Founded in 1969, our oldest ERG
• More than 12,250 members
• 40 chapters

Mission:
Transforming our future by empowering our members and our community today

2016 Initiatives:
• Launched eSTEAM™ (Evolving Science, Technology, Engineering, Arts and Math) program, providing tools and resources to 1,233 employees and 145 students to increase digital literacy and technology engagement
• Implemented “Transformation Thursdays” learning sessions, equipping more than 1,100 participants for the future
• Created “Bridging the Gap,” a program aimed at increasing the reading proficiency among elementary students in four trial cities — Seattle, Oklahoma City, Dallas, and Sacramento, Calif.
• Contributed more than $75,000 in scholarships to deserving high school students

Women of AT&T

About:
• Founded in 1972
• More than 25,800 members (women and men), our largest ERG
• 40 chapters and 400+ members at large

Mission:
To connect and inspire members to achieve their personal and professional goals and to effect change in the community

2016 Initiatives:
• Collected and filled more than 500 backpacks with necessities that were donated to organizations nationwide to help human trafficking victims
• Leading a national initiative with engagement from WOA chapters to hold G.I.F.T. (Girls in Future Technologies) events to empower girls to pursue high-tech careers
• Awarded more than $95,000 in scholarships, including the launch of the Cathy Coughlin memorial scholarship
• Through national and local events, expanded the popular “Pillowcase Dresses” initiative, providing approximately 700 hand-stitched garments for children in Africa and Haiti
Appendix B: Employee network initiatives

In 2016, we provided cross-functional support for 11 employee networks with more than 21,000 memberships.

AT&T Asia Pacific Women’s Network

About:
• Founded in 2015
• 450 members

Mission:
To encourage and facilitate engagement, networking, education and sharing among AT&T women of Asia Pacific

2016 Initiatives:
• Membership grew to 450, including 27 percent male membership
• Kicked off a successful program: R U OK? Week, which focused on topics related to mental health, stress and anxiety
• Successfully launched mentoring circles with more than 40 members participating

AT&T EMEA Women’s Network (Europe, Middle East and Africa)

About:
• Founded in 2013
• More than 600 members

Mission:
To be an innovative and diverse network and to provide opportunities for members to exchange, learn and grow, both personally and professionally

2016 Initiatives:
• Membership grew by 25 percent, spanning 21 countries over four regions
• Members participated in seven mentoring circles and networked through the highly rated coffee&coach randomizers
• Rolled out a series of 2020 education sessions, including executive speakers sharing expectations, opportunities and insights about how it will transform our organization
• Hosted a STEM-focused Girls Day in five countries (Belgium, the Netherlands, the United Kingdom, the Czech Republic and Slovakia) to show that technology is fun
• Our Czech Republic team organized a charity event and delivered Christmas gifts

AT&T Professional Engineers Network

About:
• Founded in 2016
• More than 300 members

Mission:
To create an environment that fosters the development of professional engineers through coaching and mentoring programs for engineers in training and with continuing education for existing engineers

2016 Initiatives:
• Established the “Peak of the Week” program, a monthly continuing education session that can be used as credit for state board license renewals
• Created a database with information to arrange employee network members’ mentoring and educational opportunities (includes who is licensed, what state, actual location, what specialties, etc.)
• Researched and created a database of all the state licensing board requirements for becoming a licensed engineer and the continuing education requirements to stay licensed
AT&T Women of Technology

About:
• Founded in 2014
• More than 3,600 members

Mission:
Encourages and facilitates the recruitment, development, advancement and retention of women of science, technology, engineering and math by providing educational and networking opportunities

2016 Initiatives:
• Launched first local chapters in St. Louis and El Segundo
• Held virtual book club meetings garnering more than 300 highly engaged attendees
• Sponsored Girl Scout Coding Camp for fourth-through eighth-grade girls in North Texas, featuring speakers Mary Anne Hicks, Polly Bessel, Marachel Knight and Amanda Crawford

AT&T Women of Finance

About:
• Founded in 2013
• More than 3,800 members

Mission:
To encourage and facilitate the development of members interested in the discipline of finance through mentoring, education and networking

2016 Initiatives:
• Held six impactful, highly rated education sessions focused on enhancing operational understanding and leadership skills (1,943 average attendance)
• Launched 54 mentoring circles (63 percent increase over 2015) and a new video mentoring series called Finance Insights
• Hosted 37 networking events in nine cities (including the major DIRECTV hub city of El Segundo)

Business Professionals

About:
• Founded in 2013
• More than 1,000 members

Mission:
To help and motivate members to become a world-class workforce ready for the future — connecting members with education, coaching and mentoring to enhance their knowledge and skills

2016 Initiatives:
• Doubled membership from November 2015 to December 2016
• Championed and led cross-company mentoring with seven participants from AT&T and other companies, including IBM and Coca-Cola
• Introduced the Practitioner Series, focused on enhancing or gaining new skills, and the Reader Series, a book-discussion forum
• Established speed mentoring, a small-group enrichment session with a topical focus
• Issued three newsletters to inform and engage members
Parents @ Work

About:
• Founded in 2013
• More than 900 members

Mission:
To provide members with guidance and support on how to effectively balance family life priorities with career objectives and work commitments

2016 Initiatives:
• Hosted two executive speaker sessions — Anne Chow, president, Integrator Solutions; and Greg Wieboldt, SVP, Global Business Account Solutions — focusing on their philosophies and approaches to career and parenthood
• Nearly doubled our membership base and volunteer hours
• Set up our board presence in Brno, Czech Republic
• Set up a Parents @ Work library in three Central European cities — Bratislava, Brno and Košice

Mujeres en acción AT&T

About:
• Founded in 2015
• More than 3,000 members

Mission:
To encourage and assist with the recruitment, development, advancement and retention of women by providing educational and networking opportunities; to promote the contribution of female talent in Mexico

2016 Initiatives:
• Sponsored a future-focused workshop encouraging 2,800 participants to share their professional and personal goals and develop a life plan
• Selected 25 managers as Women Ambassadors of AT&T — a yearlong development program designed to shape their skills as future leaders
• Recruited 40 young women who received STEM scholarships as trainee engineers

Project Management Network

About:
• Founded in 2014
• More than 6,500 members

Mission:
To help others who want to expand their knowledge of the project management discipline and to provide free world-class training for employees

2016 Initiatives:
• Created the initial draft of the PMI-ACP (Agile Certified Practitioner) exam prep course to help our project managers be certified in agile best practices
• Began creating a team and process to match PMP students looking for AT&T experience with ERGs looking for project managers
• Extended our presence in Latin America; began adding Spanish into our electronic media such as tSpace
PULSE of India

About:
• Founded in 2016
• More than 200 members

Mission:
To create opportunities that encourage and empower our employees to become a highly engaged and healthy workforce while enhancing leadership capabilities and providing a meaningful existence in the organization

2016 Initiatives:
• Volunteered more than 1,300 hours on community engagement projects
• Launched Executive Speaker Series sessions featuring AT&T leaders whose business travels lead them to India
• Partnered with Aspire Mentoring Academy to mentor and coach 16 high school students from economically disadvantaged communities in Bangalore, the capital of the Indian state of Karnataka; arranged for Aspire mentees in Bangalore to visit the AT&T offices there

TOGETHER
AT&T Most of World LGBT and Allies Employee Network

About:
• Founded in 2013
• More than 200 members

Mission:
To develop a supportive environment for lesbian, gay, bisexual and transgender employees and allies

2016 Initiatives:
• Launched Mexico chapter and created material in Spanish to help with employee orientation
• Initiated the creation of an Ally Handbook, which will define what an ally is and what it means to become one
• Project “Ally Card” highlighting do's and don’ts when someone is coming out to you
Appendix C: More than 45 years of intentional diversity

1968
AT&T creates its Supplier Diversity Program

1969
NetWork of African-American Employees founded

1972
Women of AT&T founded

1987
The Lesbian, Gay, Bisexual, Transgender (LGBT) and Allies Organization of AT&T founded

1988
Hispanic/Latino Employee Association of AT&T founded

2008
Chief diversity officer position created

2009
First AT&T National Employee Resource Group Conference

2012
First Employee Resource Group Leadership Academy

2014
>50 Employee Resource Group founded

2015
Asia Pacific Women’s Organization and Mujeres en acción employee networks launched

2016
PULSE of India and AT&T Professional Engineers Network employee networks launched

2016
Randall Stephenson named chairman & CEO
Appendix D: Examples of community initiatives by state

Connecting with our communities is a vital part of our business, and we’re proud of the following initiatives that made a positive impact at the local and state level in 2016. From encouraging minority students to pursue STEM careers to providing job-skills training to help women escape poverty, our commitment to diversity and inclusion is empowering our neighbors and enriching our communities.

Alabama:
Partnered with the U.S. Space and Rocket Center to participate in the National Organization for Black Elected Legislative Women’s “Girls, Gigabytes and Gadgets” event to encourage interest in STEM among minority high-school students.

Alaska:
Sponsored the Alaska Native Science Engineering Program (ANSEP) Acceleration Academy, a program designed to place students on a career path to leadership.

Alaska:
Supported the Imagination Library, a program that mails a free, high-quality, brand-new book each month to children from birth to age 5 who live in the villages and communities across Alaska (approximately 22,000 children receive a book each month).

Arizona:
Sponsored a booth at the Grand Canyon Council Boy Scouts Taste of Arizona in support of the Latino and diverse boy scouts organization.

Arkansas:

Arkansas:
Supported Arkansas Commitment, an organization that prepares academically challenged African-American high school students to succeed in college.

California:
Sponsored numerous technology and career events for youth, including WeHack in Southeast Los Angeles, Hack for Sac in Sacramento, the Boys and Men of Color Career Summit in Oakland and the Latino Tech Summit.

California:
Sponsored LGBT events including Statewide Equity California Awards, Trevor L.I.V.E (LGBT youth advocacy, suicide prevention and crisis intervention), HRC Time to Thrive (safety and inclusion for LGBT youth) and GLSEN Conference (cyberbullying prevention).
California:
Supported the California Rangeland Trust Farm to Future program to introduce Latino, Asian and African-American underserved students to careers in life science, ecology, agronomy and food science or to provide specialized training in those fields.

Colorado:
Sponsored the Latino Community Foundation of Colorado Forum to elevate the Escuela Tlatelolco Centro de Estudios Champion of Change Awards Dinner that serves to instill the values of academic achievement, cultural pride and leadership in Latino children, youth and their families.

Delaware:
Students from three area high schools visited the Dover office where they received a firsthand look at career opportunities beyond high school.

Florida:
Sponsored the annual Champions of Equality awards gala presented by SAVE Dade, an organization dedicated to protecting people who are lesbian, gay, bisexual and transgender against discrimination.

Florida:
Sponsored an annual summit and coding event for Codella, an organization formed to promote coding among Latina girls in Miami-Dade County.

Georgia:
Supported and hosted two cohorts of the Girls Who Code Summer Immersion program at the AT&T campus, where nearly 40 students honed their coding and computer science skills.

Illinois:
Partnered with the College of Engineering at the University of Illinois, Urbana-Champaign, to sponsor ICANEXSEL — a program that helps inner-city Chicago eighth-graders develop math and science skills for high school.

Iowa:
Sponsored Pursuit of Innovation, a nonprofit group that trains young refugees in coding and robotics. Participants build websites, participate in “girls that code” events, and enter robotics competitions.

Kansas:
Worked with Congresswoman Lynn Jenkins to host a Digital You event focused on cyberbullying and responsible use of social media.

Kentucky:
Conducted Digital You technology training at AT&T retail locations to help seniors use their smartphones and tablets effectively and confidently.
Louisiana:
Served as the Platinum sponsor of the Legislative Black Caucus Foundation's 2016 Bayou Classic Scholarship Jazz Brunch that supports scholarships for deserving minority students.

Maryland:
Served as a leading sponsor for the President's Roundtable, a results-driven organization of high-growth African-American businesses striving to improve access to opportunities for all minority entrepreneurs, enhance the quality of life in the community and provide peer support.

Maryland:
Participated in Discovery Communication's Silver Spring showcase for students in need: Say Yes to the Prom Dress.

Massachusetts:
Supported the Partnership, an organization that supports multicultural professionals at all levels. Over the past three decades, the Partnership has collaborated with more than 300 organizations and helped more than 4,000 diverse professionals reach their full potential.

Massachusetts:
Partnered with Boston Women's Commission and Conexión, a Latino leadership development program for mid-career professionals, to host a Smart Salary Negotiation Workshop for 40 women.

Minnesota:
Supported the YWCA Cass Clay Education and Employment Program for women escaping violence and poverty, providing education readiness, classes, employment training and job coaching.

Mississippi:
Sponsored a Boys and Girls Club of Mississippi Valley State University after-school program that provided academic support, STEM computer-based projects, life-skills training and culturally relevant activities to help high school students stay on track to graduate.

Mississippi:
Partnered with El Centro community organization to help Hispanic families in northeast Mississippi assimilate by addressing language barriers and cultural differences.

Missouri:
Sponsored TechWeek and hosted a tech diversity panel — Diversity Hacking Your Technology and Talent for International Growth — to educate companies about our company's approach to diversity and inclusion.

New Jersey:
Sponsored Minding Our Business, which works to change the lives of low-income youth and adults and their communities through entrepreneurship.
New Mexico:
Sponsored the Native American Youth Leadership Conference in Albuquerque, bringing together Native American youth from across the country to build leadership skills and emphasize the importance of community service and health.

New York:
Partnered with the Tyler Clementi Foundation and the All American High School Film Festival to raise awareness of the prevalence of cyberbullying and its impact on adolescents.

New York:
Supported Quality Services for the Autism Community to help bring technical education to many students and spotlight a new area of employment opportunities.

North Carolina:
Supported the Saint Monica Teen Center in southeast Raleigh, supplying computers for its nationally acclaimed Digital Connectors program and providing a free 1 Gbps AT&T Fiber circuit for community use.

North Carolina:
Partnered with the Urban League of Central Carolinas to build a pipeline of potential technicians through the Energy Level Fiber Optic/Broadband training program.

Ohio:
Sponsored the Ohio Foundation of Independent College Bridges Program, connecting minority and underserved youth with resources and opportunities available through private colleges and universities in the state.

Oklahoma:
Supported Honoring America’s Warriors, an organization dedicated to supporting the physical, mental and spiritual wellness of our nation’s veterans.

South Carolina:
Hosted an unveiling ceremony for the 28th AT&T SC African-American History Calendar. This year’s calendar was dedicated to honoring victims and survivors of the June 2015 shooting at Emanuel AME Church.

South Dakota:
Partnered with the Native American Coding Boot Camp Foundation of the Sioux Falls Diversity Council to fund a gaming boot camp aimed specifically at Native American students in South Dakota.

Tennessee:
Trained 75 Future Farmer of America students on the Digital You program, equipping them to help middle school students and senior citizens protect their privacy and safety when using their smartphones.
Texas:
Supported the Intrepid Fallen Heroes Fund in support of the Center for the Intrepid, an advanced outpatient rehabilitation center for wounded warriors.

Virginia:
Partnered with Northern Virginian Community College, Fairfax County Public Schools and Fort Belvoir to provide hands-on summer robotics and cybersecurity camps.

Washington:
Served as a major sponsor at the Governor’s 2016 Race and Equity Summit, which brought together 500 state and local government, nonprofit and business leaders to have an open dialogue and share best practices from around the country and state.

Washington, D.C.:
Hosted a reception for leaders of the mayor’s Asian American Pacific Islander network, a group organized to promote equal opportunity in the public sector and equal access to government to ensure the voices and opinions of Asian American, Native Hawaiian and Pacific Islander residents are heard.

West Virginia:
Employees in Huntington created sculptures using canned goods earmarked for donation to the Facing Hunger Foodbank.
At AT&T, Every Voice Matters.

att.com/diversity