Few companies can make the following claim – but in the case of AT&T, the ampersand truly is our middle name.

Inclusion & innovation. Empowerment & agility. Diversity & discovery. The power of & represents the integrated talents and unbridled possibilities of a workforce in which Every Voice Matters. It’s a symbol of inclusion that defines our company as one that invites and celebrates a healthy mix of perspectives, skills and ambitions. We know that leveraging the ideas and talents of a broad group of people is at the heart of our innovation. And the greater our diversity and inclusive culture, the greater our potential to make a difference. Discover how the power of & is mobilizing a world that works for people.
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A message from our Chairman & CEO

Randall Stephenson

The more AT&T changes, the more important diversity and inclusion become to our success. Today, that’s truer than ever as we invest to become the premier integrated communications company in the world.

Diversity fosters big ideas, fresh perspectives and bold leadership. It plays an essential role in innovation, even as it helps us play a more vital role in our communities. That’s why we work so hard to recruit and develop diverse talent at all levels of our company. This commitment started with our founding 140 years ago, and it’s grown only stronger since then.

Our performance in this area is well-recognized. Last year, DiversityInc ranked us No. 7 on its list of Top 50 companies for diversity. It also ranked us No. 1 on its Top 10 companies list for supplier diversity. And, DiversityMBA named us No. 1 in its annual ranking of Best Places for Women & Diverse Managers to Work.

We’re proud of this recognition, and we will never let up on our efforts to build a workforce and culture that are even more diverse and inclusive. This annual report captures some of our achievements, both inside our company and out in the communities we serve. Thank you for reviewing it.
A message from our Chief Diversity Officer

Welcome to our Diversity & Inclusion Annual Report! In these pages, we explore and celebrate our company’s commitment to diversity and showcase the amazing power of a simple belief: *Every Voice Matters*.

Practiced with unwavering passion and commitment, diversity and inclusion make all the difference – for our shareowners, customers, partners and employees.

As Chief Diversity Officer, I marvel at how my company continually raises the bar on what’s possible when an organization truly believes in the value of every individual. One of our core values is Unleash Our Human Potential. That’s what we strive to do every day, and the results are unbelievable!

No single event better captures the spirit and impact of our commitment to diversity and inclusion than our annual National Employee Resource Group Conference. Imagine 1,500 employees from around the country coming together at their own expense to celebrate, engage and grow together. It’s the most inspiring two days of the year – hands down – which is why our Chairman and more than 100 AT&T leaders are there, year after year.

In 2015, we were especially proud to welcome our new DIRECTV, Iusacell and Nextel Mexico teammates. They are incredible, and we are lucky to have them on our team.

While there are countless ways to measure a company’s commitment to diversity and inclusion, we believe the best measure by far is what employees actually experience. Our 272,000 employees say we mean it: Once again, they scored AT&T highest for our diversity efforts on our biannual Employment Engagement Survey: 90 percent positive!

I sincerely hope this report captures the spirit and impact of our commitment to all that makes each of us unique – and I thank you for caring.
Diversity encompasses more than just a mix of ages, cultures or genders among employees.

A true commitment to diversity and inclusion extends beyond the workplace to meeting the needs of customers from countless backgrounds, geographic areas and lifestyles; open-minded collaboration with suppliers with wide-ranging skill sets and experience; and proactive support of, and communication with, local communities and special-interest groups.
Over 45 years of intentional diversity

- **1965**
  - AT&T creates its Supplier Diversity Program

- **1968**
  - Women of AT&T founded

- **1969**
  - Community NETwork of African American employees founded

- **1972**
  - The Lesbian, Gay, Bisexual, Transgender (LGBT) and Allies Organization of AT&T founded

- **1975**
  - Randall Stephenson named Chairman & CEO

- **1980**
  - Asia Pacific Women’s Organization and Mujeres en acción Employee Networks launched

- **1985**
  - The Hispanic/Latino Employee Association of AT&T founded

- **1987**
  - First Employee Resource Group Leadership Academy

- **1990**
  - First AT&T National Employee Resource Group Conference

- **1995**
  - Chief Diversity Officer position created

- **2000**
  - Randall Stephenson named Chairman & CEO

- **2005**
  - First Employee Resource Group Leadership Academy

- **2007**
  - Randall Stephenson named Chairman & CEO

- **2010**
  - >50 Employee Resource Group founded

- **2012**
  - AT&T begins Diversity & Inclusion Ambassador certifications

- **2013**
  - AT&T begins Diversity & Inclusion Ambassador certifications

- **2014**
  - AT&T begins Diversity & Inclusion Ambassador certifications

- **2015**
  - Asia Pacific Women’s Organization and Mujeres en acción Employee Networks launched
Employees

&

our supportive culture
Employees & our supportive culture

At AT&T, our employees include men and women of all ages with wide-ranging perspectives, physical and mental abilities, experiences and outlooks.

We recognize and respect all differences – culture, national origin, race, religion, sexual orientation and more – and believe that by properly harnessing and leveraging our differences, as well as our similarities, we are better able to serve our customers, achieve our business goals and remain an employer of choice.

We grew our company geographically in 2015 by adding operations in Mexico and Latin America. We also expanded our business from a functional perspective by adding new video and programming capabilities. And we began the critical work of blending organizational cultures following these mergers, ensuring our diversity and inclusion values continue to serve as a foundation for our newly evolved company.

Providing an effortless customer experience remains a top priority at AT&T, and it all starts with our people.

We attract talent that aligns with our values and priorities through job fairs and conferences as well as social media and webinars. We also partner with many colleges and universities, network through grassroots and professional organizations and local governments, and spearhead outreach programs.

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

Every member of the AT&T family is unique. And each one has skills, experiences, questions and insights that contribute to what we are – and what we can become.
Employee diversity at a glance

105,000+ AT&T employee group memberships

OF THE AT&T WORKFORCE
33% are women
42% are people of color

18,228 women at AT&T work in STEM jobs

AT&T hosts over 670 college interns in an average summer

15,000+ Employee Network Memberships in over 25 countries

10,788* employees are veterans

MORE THAN 2,900* employees with disabilities work for AT&T

AGES OF THE AT&T WORKFORCE
30% Baby Boomers
43% Generation X
26% Millennials
1% Generation Z

AT&T employees are the proud parents of 109,775 children under the age of 13

### 2015 employee demographics

#### U.S. EMPLOYEES

<table>
<thead>
<tr>
<th></th>
<th>Frontline</th>
<th>Management</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>31.1%</td>
<td>36.3%</td>
<td>33.3%</td>
</tr>
<tr>
<td>Male</td>
<td>68.9%</td>
<td>63.7%</td>
<td>66.7%</td>
</tr>
</tbody>
</table>

#### U.S. EMPLOYEES

<table>
<thead>
<tr>
<th></th>
<th>White</th>
<th>Black</th>
<th>Hispanic</th>
<th>Asian</th>
<th>Native Americans</th>
<th>Other</th>
<th>Two Races or More</th>
<th>Total Persons of Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>Frontline</td>
<td>52.2%</td>
<td>23.2%</td>
<td>17.7%</td>
<td>3.9%</td>
<td>0.7%</td>
<td>1.7%</td>
<td>2.3%</td>
<td>48.7%</td>
</tr>
<tr>
<td></td>
<td>65,095</td>
<td>28,921</td>
<td>22,069</td>
<td>4,873</td>
<td>848</td>
<td>2,203</td>
<td>2,815</td>
<td>61,729</td>
</tr>
<tr>
<td>Management</td>
<td>64.5%</td>
<td>14.5%</td>
<td>10.3%</td>
<td>9.1%</td>
<td>0.5%</td>
<td>0.4%</td>
<td>1.1%</td>
<td>35.8%</td>
</tr>
<tr>
<td></td>
<td>62,186</td>
<td>13,937</td>
<td>9,964</td>
<td>8,801</td>
<td>505</td>
<td>369</td>
<td>1,054</td>
<td>34,630</td>
</tr>
<tr>
<td>Total</td>
<td>57.6%</td>
<td>19.4%</td>
<td>14.5%</td>
<td>6.2%</td>
<td>0.6%</td>
<td>1.2%</td>
<td>1.8%</td>
<td>43.1%</td>
</tr>
<tr>
<td></td>
<td>127,281</td>
<td>42,858</td>
<td>32,033</td>
<td>13,674</td>
<td>1,353</td>
<td>2,572</td>
<td>3,869</td>
<td>96,359</td>
</tr>
</tbody>
</table>
Employee Resource Groups (ERGs) continued to grow in 2015. Our 12 ERGs and nine Employee Networks (ENs)† achieved over 120,000 combined memberships by the end of the year. Together, these groups play a key role in connecting us to the world around us and making a positive difference in people’s lives within our company and across the globe.

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. In 2015, we welcomed six ERGs from DTV that represented similar populations and began to integrate them into our AT&T structure. By the end of 2015, one of the six ERGs – AT&T Veterans - had successfully integrated into one organization.

With the launch of Mujeres en acción AT&T (Women in Action) and the AT&T Asia Pacific Women’s Organization, we now have nine ENs (six international, three domestic) that are also open to all employees. Organized around cross-functional diversity and usually focused on specific business or professional development issues, they are created and managed by employees but are not formal nonprofit organizations.

*Numbers include members of multiple groups.
†See Appendix A and B for detailed descriptions of our employee groups.
Our Employee Resource Groups

- **APCA**
  Asian Pacific Islanders for Professional & Community Advancement

- **OASiS**
  The Organization of Asian Indians at AT&T

- **AT&T Veterans**

- **Community NETwork**
  African American Telecommunication Professionals of AT&T

- **FACES**
  Filipino-American Communications Employees of AT&T

- **HACEMOS**
  The Hispanic/Latino Employee Association of AT&T

- **ICAЕ**
  The Inter-Tribal Council of AT&T Employees

- **IDEAL**
  Individuals with Disabilities Enabling Advocacy Link

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

- **OASiS**
  The Organization of Asian Indians at AT&T

- **oxyGEN**
  Young Professionals of AT&T

- **>50**
  AT&T Professionals Over 50

- **Women of AT&T**
Our Employee Networks

- AT&T Asia Pacific Women’s Organization
- AT&T EMEA Women’s Network
- AT&T Women of Finance
- AT&T Women of Technology
- Business Professionals

- Mujeres en acción AT&T
- Parents @ Work
- Project Management Network
- TOGETHER
  AT&T Most of World LGBT and Allies Employee Network
AT&T National Employee Resource Group Conference

Our seventh annual National ERG Conference – LEAD 2020 – was a great success. With keynote speeches and workshops that explored topics like “Living Your Brand,” “Mobilizing Your World,” “Evolving Your Personal Leadership” and “Leading With Integrity,” attendees left with a huge toolkit of ways to take a leadership role in shaping our transformation. The conference, attended in person by nearly 1,500 employees and more than 100 officers and senior managers, was also experienced remotely by an additional 2,000 webcast viewers.

During the second day of the conference, we held our second “Day of Service” during which more than 500 ERG members volunteered with several organizations, including the American Heart Association’s Heart Walk, the American Red Cross, Hooves for Heroes, Little Dresses for Africa and VNA Meals on Wheels.
Each year, we recognize six ERG initiatives for making a difference to our company, our employees and/or our communities. In 2015, the company selected three national winners and three local winners from 52 initiatives nominated for their notable impact and results.

### National winners

<table>
<thead>
<tr>
<th>ERG in Action Awards</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>OASiS (The Organization of Asian Indians at AT&amp;T)</td>
<td>“Bridge the Gap” Outreach program that leveraged senior leaders to increase AT&amp;T brand awareness in the Asian Indian community; drove a 22 percent increase in those willing to promote AT&amp;T products and services</td>
</tr>
<tr>
<td>Women of AT&amp;T</td>
<td>“Girls in Future Technologies” Multi-city program that encouraged and empowered over 300 teen girls to pursue science and technology fields of study for future career options</td>
</tr>
<tr>
<td>oxyGEN (Young Professionals of AT&amp;T)</td>
<td>“iPIVOT Professional Development Series” Engaged over 5,000 employees across all business units in a learning series that helped them begin their own up-skilling journey to support the Chairman’s Retool Our People initiative</td>
</tr>
</tbody>
</table>

### Local winners

<table>
<thead>
<tr>
<th>ERG in Action Awards</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>OASiS Texas</td>
<td>“IDEA Contest” Involved 2,000 students (who submitted 250 proposals) in a contest that encouraged them to use their STEM knowledge, ingenuity and creativity to create an original mobile app for everyday use</td>
</tr>
<tr>
<td>Women of AT&amp;T Bay Area</td>
<td>“STEM Education Initiatives” A comprehensive STEM program for girls, including programs like “See Your Voice,” “When I Grow Up” and “Hour of Code” sessions with AT&amp;T employees</td>
</tr>
<tr>
<td>Women of AT&amp;T Atlanta</td>
<td>“STEM for Youth and Women” Implemented STEM-focused programs throughout the year, raising $15,000 to hold the events, and reaching 2,500 young people in the local community</td>
</tr>
</tbody>
</table>
ERG Leadership Academies and D&I Councils

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. The curriculum includes competency and work-style assessments, development courses for building high-performing teams, conflict resolution and creation of meaningful value propositions. Attendees also participate in breakout sessions to build critical relationships across ERGs, share best practices and meet with our officers and senior managers in informal settings. To date, more than 1,000 ERG leaders have benefited from our ERG Leadership Academies. In 2015, the academies trained 212 ERG officers in five sessions across six regions.

Diversity & Inclusion Councils
Our inclusive culture is driven by key stakeholders across the business who believe in the business value and personal significance of our diversity and inclusion strategy. The Chairman and his direct reports are all accountable for driving the strategy within their business units. We also have several committees whose mission is to advance the goals and principles of inclusion, such as our Senior Executive Diversity Council made up of senior officers who meet quarterly. Additional support comes from our Chief Diversity Officer’s Forum, which consists of leaders from each business unit, and a Diversity Expert Team, which draws upon the insights of team members from various parts of the business during monthly meetings.

Our inclusive culture is driven by key stakeholders across the business who believe in the business value and personal significance of our diversity and inclusion strategy.
Hiring the best to provide the best

The talented individuals who make up our team worldwide are recruited from many education and career fields. We look for candidates who can adapt and pivot quickly, in addition to having the skills for the position to which they apply. We hire based on the potential and character of the person, not simply the skill set he or she brings to the table. And we recruit in a wide range of venues to ensure we reach a diverse talent pool.

Gender and Ethnic Diversity

We take great pride in the recognition we receive for leadership and outreach efforts among women and ethnic professionals – because with each award and accolade, our story of diversity and inclusion gains an even greater audience. In 2015, our company and employees were honored with awards at the Asia Society’s Diversity Leadership Forum and Awards Ceremony, the Asian MBA Leadership & Career Conference, the Black Enterprise 40 Best Companies for Diversity Luncheon and the Black Engineer of the Year Award STEM Conference. In addition, our Chief Diversity Officer was named among the Most Powerful Women in Corporate America and among the Top Executives for Diversity at the Black Enterprise Women of Power Summit.

We also focused heavily on gender and ethnic diversity in our college recruiting initiatives last year, including 77 women’s events, 50 African-American events and 37 Hispanic events. From speaking engagements, presentations and tours at state universities to national conferences focusing on diversity and leadership, our company continued to increase awareness of AT&T as an inclusive workplace where careers are made.
LGBT
In 2015, we sponsored a number of events geared toward lesbian, gay, bisexual and transgender (LGBT) professionals, including the Out & Equal Workplace Summit, where we recruited attendees and shared information about the inclusive culture and extensive benefits, policies and programs of AT&T. We also sponsored and staffed the AT&T Career Pavilion at the Out & Equal Workplace Summit, where our recruiters provided attendees with one-on-one career advice and resume reviews. In addition, we collaborated with AT&T Foundation partners to support and mentor local LGBT youth on topics ranging from general life skills to entering the workforce. Other sponsored events included the Human Rights Campaign National Dinner and the Gay, Lesbian and Straight Education Network Respect Awards.

Military
In 2013, we committed to hire 10,000 veterans by 2018 – and we’re pleased to report that we successfully completed that mission two years ahead of target. We continued to host our Veteran Talent Exchange website to facilitate opportunities among all members of the Veteran Jobs Mission, while our Military Spouse Talent Attraction site promotes careers in military families. We also hosted “Make AT&T Your Next Duty Station” – a hiring initiative we bring on base – in which service members who would like to be technicians after their transition can apply, test, interview and potentially receive a contingent job offer (anywhere we are hiring technicians) prior to the end of their contract. In 2015, AT&T and Udacity supported veterans seeking to expand their skills by awarding 20 nanodegree scholarships to Dallas County Community College District student veterans who expressed a passion for pursuing technology-based education.

Indians With Disabilities
We recruit and support individuals with disabilities through our sponsorships and attendance at a number of career events and conferences. For more than a decade, we’ve attended Career Opportunities for Students with Disabilities (COSD). We also participated in the Dallas Mayor’s EmployAbility Career Fair, the annual International Technology & Persons with Disability Conference, and the Think Beyond the Label Career Fair.

Native American
In 2015, we attended the American Indian Science and Engineering Society’s National Conference in partnership with ICAE (Inter-Tribal Council of AT&T Employees) to recruit student talent in STEM occupations. We also coordinated with the American Indian College Fund to recruit for summer interns across the 37 tribal colleges. Importantly, we also took steps to ensure that our orientation processes and work experiences address the cultural needs of Native American new hires.
Communities
&
our active engagement
Communities & our active engagement

Our connection to communities is more than geographic.

By providing volunteer support to special-interest groups, our employees build relationships, identify needs and tap into the talents and skills of an ever-expanding network of influencers, collaborators and potential coworkers.

Our Employee Resource Groups and Employee Networks are powerful channels that help us connect with the diverse communities we serve. They help us identify valuable business partners, build strong partnerships with multicultural organizations and recruit top talent – particularly in minority communities. In 2015, our ERG members contributed 362,224 volunteer hours to their causes, and our EN members contributed 11,805.

Our communities

- $350 Million: AT&T Aspire
  Commitment to help improve college and career readiness
- $156.6 Million: in corporate, employee & foundation giving
- 4,500+: Presidential Volunteer Award winners
Fighting hunger together

In August, all 12 of our ERG chapters in Dallas joined forces to support the North Texas Food Bank.

Members sorted canned goods and other nonperishables to help fight hunger in the Dallas-Fort Worth area. Our ERGs often partner on causes that address the company’s top priorities and benefit thousands of people in our communities.
Customers

&

our attention to their needs
Customers & our attention to their needs

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

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.

Our call centers provide customer support in more than 160 languages, and we engage in sponsorships that matter to our diverse consumer community.

Hispanics, Asians and African-Americans comprise nearly 40 percent of the U.S. population and are expected to drive 98 percent of the nation’s growth over the next 15 years. To ensure that our customers have a retail experience that is culturally relevant, we have redesigned our stores in areas of intense Hispanic traffic and in Asian markets.
Reaching out to every community

Our global presence demands a marketing approach that sparks meaningful connections with the diverse communities we serve and represent. Of the many customer outreach initiatives we launched during the year, the ones that follow represent a vibrant cross-section of culture and identity.

28 Days: A Celebration of Black History Month

Now in its seventh year, our campaign known as 28 Days took an all-digital approach to Black History Month. The campaign honored 10 African-American game changers whose accomplishments represent various categories of AT&T The Bridge – the website where urban culture meets technology. The digital campaign not only told the stories of these influencers through visually rich, sharable articles, but it also involved quizzes and other interactive elements to engage and inspire the audience.

Total impressions: **176.6 million** through print and digital media

One of the most-viewed 28 Days articles featured five black women who’ve accomplished exciting “firsts” in recent years – like Sophia Danenberg, who, in 2006, became the first black woman to climb Mount Everest.
**Live Proud: LGBT Social Engagement**

Our Live Proud campaign invited the LGBT community to share how they live proud every day by being themselves. The social campaign ran for 10 weeks and invited participation on the AT&T Live Proud Facebook app. Consumers were encouraged to submit a video of themselves telling the world about how they live proud in their lives and professions — which sparked engagements and contributed to a successful campaign that outperformed the majority of our goals.

- **Engagement rate:** 235% of goal
- **Video submissions:** 102% of goal
- **Total site engagements:** 167% of goal
- **Website/video shares:** 153% of goal
- **Earned media impressions:** 102% of goal

**Feel the Music: In the Groove With the Deaf Community**

Feel the Music was an innovative social project that invited the deaf and hard-of-hearing community to share in the love of music by expanding access to musical experiences. The campaign leveraged internal and external synergies, including a partnership with the Deaf Professional Arts Network, to create a sign-singing American Sign Language music video to the song “Different Colors” by the band Walk the Moon. Consumers were encouraged to submit their own ASL music video to the song for a chance to win a VIP experience with the band — resulting in positive vibes from participants and media channels alike.

- **Earned impressions:** 52.8 million through print and digital media
- **22+ articles** with 100% positive tonality in coverage

Visit the site
**Mexican National Team Sponsorship: Connecting With Hispanic Markets**

In a move to enhance brand awareness in Hispanic markets, we sponsored the Mexican National Soccer Team. Sponsorships encompassed 14 unique events, including matches and retail activities, and generated powerful results that exceeded campaign objectives.

- Broadcast viewership: **28 million**
- Game attendance: **400,000+**
- Social media impressions: **36 million**
- Consumer engagement: **11,000**

**A Festival of Family and Friends: Ringing In the Lunar New Year**

A series of Lunar New Year events took place for nine days, in two markets: 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.

- Media impressions: **15.3 million**
- Earned PR impressions: **8.1 million**
- 1:1 engagement: **36,100 total, 4,011/day** (159% over 2014 events)
Suppliers & our commitment to collaboration

Our suppliers contribute unique skills and fresh ideas to what we offer, and play a vital role in delivering the services, value and innovation necessary to serve our customers.

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.

For the past four years, we have exceeded our goal of allocating at least 21.5 percent of our procurement spend to diverse suppliers.

Through our Prime Supplier program, our suppliers must meet diversity goals. Since 1989, the AT&T Prime Supplier program has been instrumental in helping our prime suppliers increase the use of minority-, women- and disabled veteran-owned businesses in their supply chain.

And our Meet the Prime Matchmaker program enables targeted prime suppliers in strategic and emerging markets to engage in one-on-one interviews with qualified diverse suppliers.

Additionally, we developed the Virtual Matchmaking On Demand tool to enable Prime Suppliers to be matched with diversity suppliers for subcontracting opportunities on an immediate basis. All current and prospective diversity suppliers will register on this new tool, and based on their capabilities, they will be matched with our Prime Suppliers for subcontracting opportunities.
Supplier diversity awards

National awards:

Top 35 Companies for Supplier Diversity
Black Enterprise Magazine

America’s Top Organizations for Multicultural Business Opportunities
DiversityBusiness.com

Top 10 Companies for Supplier Diversity – Ranked #1 for the second consecutive year
DiversityInc

Company of the Year, Best Places for Supplier Diversity
DiversityMBA

2015 Military-Friendly Supplier Diversity Programs
National Veteran-Owned Business Association

Top Corporation for Women’s Business Enterprises – 17th year in a row
Women’s Business Enterprise National Council

2015 WE USA Corporation of the Year
WE Magazine

Local awards:

Corporation of the Year
Georgia Minority Supplier Diversity Council

2015 President’s Award
Georgia Minority Supplier Diversity Council

Crystal Award
Georgia Minority Supplier Diversity Council

Regional Corporation of the Year
Northwest Mountain Minority Supplier Development Council

Corporate Champion
Women Presidents’ Education Organization
Diversity & inclusion national awards

Our company’s 140-year history of innovation is a story about people from all walks of life coming together to connect others with their world, everywhere they live and work. It is our diverse, inclusive culture that welcomes all points of view and makes us who we are: a great place to work, a desired business partner and a committed member of the communities we serve. We are honored by the recognition we’ve received from industry experts, analysts, the media and our peers for our innovative products and services - and our commitment to employees and the communities in which we live, work, and play.
AT&T isn’t simply a communications company. We use technology to help people make connections and stay connected.

That dynamic is what defines us. It’s people who drive what we do and define who we are – and how we deliver. We are a global community of diverse people. The integration of new team members from DIRECTV, Iusacell and Nextel Mexico in 2015 made us an even stronger company. The one unifying factor that brings together such a broad range of people is that here at AT&T, Every Voice Matters and is heard. Our spirit of inclusion and innovation will continue to mobilize our world.
Appendix
Appendix A: 2015 AT&T Employee Resource Group milestones

In 2015, AT&T supported 12 Employee Resource Groups with more than 105,000 memberships.

>50

**ABOUT:**
- Founded in fall 2014
- Over 4,700 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

**2015 INITIATIVES:**
- ACT II: Develop and adopt educational programs that will equip members for the future
- “Work-Life >50”: Reducing work stress by introducing AT&T employees who are caregivers to community organizations and educational resources
- “Workforce 2020”: “Better together” initiative for preparing younger managers to lead an age-diverse workforce

APCA (Asian Pacific Islanders for Professional & Community Advancement)

**ABOUT:**
- Founded in 2006, merging two organizations dating back to 1978 and 1987
- Over 8,150 members
- 15 chapters

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

**2015 INITIATIVES:**
- Launched the “Collaborate 2020” program – engaging 6,600+ members, 6,000+ additional employees and reaching 100,000 community members – to extend the Chairman’s Retool Our People priority
- Awarded $120,000 in scholarships to 60 high school seniors, a 29% increase over 2014

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

**ABOUT:**
- Founded in 1983
- Over 9,000 members – a majority did not serve but love our vets
- 40 chapters

**MISSION:**
To tirelessly serve our veterans, their families and those organizations and communities dedicated to serving our nation’s veterans; to be the world’s best corporate servant of veterans, their families and our community

**2015 INITIATIVES:**
- Contributed 25,000+ volunteer hours to over 10 active veteran-focused programs, including Carry the Load, American Corporate Partners and Vietnam Veterans Memorial Fund – programs that directly impact veterans and their families at both the national and local levels
- Partnered with American Corporate Partners (ACP) and provided 800+ mentors
Community NETwork

ABOUT:
• Founded in 1969, our oldest ERG
• Over 11,500 members
• 38 chapters

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

2015 INITIATIVES:
• Deployed the “Getting Fit” program, engaging more than 1,000 members, aligning with the Chairman’s challenge
• Raised $111,000 for the United Negro College Fund and Community Network of African American Telecommunication Professionals National Scholarship
• Supported the Chairman’s Retool Our People priority by supporting the Super Skills Saturday – Building Your Brand, Career Makeover, OneAtlanta and 2020 Preparedness programs with over 700 participants for the year

FACES (Filipino American Communications Employees of AT&T)

ABOUT:
• Founded in 1985
• Over 2,594 members
• Eight chapters

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

2015 INITIATIVES:
• Awarded $15,000 in scholarships to eight students
• Established a new chapter in Atlanta that now has 228 members and is an important part of FACES’ goal to have membership growth in collaboration zones, or employee growth areas
• Created a skills-development program with social media tie-in (#WAYS – Working to Advance Your Skills)

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

ABOUT:
• Founded in 1988
• Over 10,400 members
• 39 chapters

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

2015 INITIATIVES:
• Awarded $195,000 in U.S. scholarships
• Held its 18th annual “High Technology Day” across 35 locations, reaching 2,300+ students
• Offered Mi Salud and Mesa en Español programs
ICAE (Inter-Tribal Council of AT&T Employees)

ABOUT:
• Founded in 1996
• Over 2,500 members
• Seven councils

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

2015 INITIATIVES:
• Awarded 27 scholarships to Native American undergraduates
• Provided a $5,000 grant for a life skills program at Murrow Indian Children’s Home
• Helped support the National Gathering of American Indian Veterans (held by the Trickster Art Gallery) – assisting 300+ veterans

IDEAL Disability Advocates

ABOUT:
• Founded in 1989
• Over 5,000 members
• Seven chapters

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

2015 INITIATIVES:
• Raised $26,000 and conducted outreach and programming for the Alzheimer’s Association
• Puzzle Piece Employee Zone (support for autism-related issues)/PACT (Parents and Caregivers Together)
• Technology workshops and programming creation with CATO – Corporate Accessibility Technology Office
• #ICOUNT – on Diversity & Inclusion HR Committee, onboarding featured organization

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

ABOUT:
• Founded in 1987
• Over 5,600 members
• 30 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

2015 INITIATIVES:
• Established a National Ally Committee that conducted Straight for Equality 201, reaching 900+ employees, and provided recorded version of Straight for Equality 101, reaching 100 employees
• Provided leadership development with Women’s Program involving 1,400 participants in three unique programs; 75 chapter leaders nationwide focused on increasing leadership skills
• Partnered with Diverse Markets and External Affairs to spearhead over 30 events with 3,000+ volunteer hours representing the AT&T brand and commitment to diversity
OASiS
(Organization of Asian Indians at AT&T)

ABOUT:
• Founded in 2000
• Over 6,000 members
• Seven chapters

MISSION:
To provide members with opportunities for self-development, professional enhancement, networking and support of the company’s diversity and charitable goals

2015 INITIATIVES:
• National ERG in Action Award for “Bridge the Gap,” creating AT&T brand awareness in the Asian Indian community and local markets at a national level; the company’s overall Asian Indian NPS jumped 45 percent over the previous year
• Greater Dallas Asian American Chamber of Commerce Diversity Award
• ASPIRE ERG of the Year Award for the work of 600 volunteers who dedicated their time to helping students through various ASPIRE initiatives

oxyGEN
(Young Professionals at AT&T)

ABOUT:
• Founded in 2011
• Over 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

2015 INITIATIVES:
• Engaged over 7,000 employees through the iPivot program, enabling them to shift their skills as we move toward 2020
• Hosted four Change Agent Summits across the country, where employees worked on real-world business cases from executives in a hackathon format
• Awarded over $22,000 in scholarships

Women of AT&T

ABOUT:
• Founded in 1972
• Over 25,000 members (women and men); our largest ERG
• 40 chapters + one at-large chapter

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

2015 INITIATIVES:
• Named by the Association of ERGs & Councils as No. 18 out of the Top 25 U.S. ERGs/Diversity Councils
• Created #SHIFTFridays to lead employees through AT&T University’s Technology Transformation Series and help them evolve their skills as AT&T continues the shift to a software-defined network
• Expanded the GIFT (Girls in Future Technologies) Day program, encouraging teen girls to consider higher education and careers in STEM fields
• Launched “Pillowcase Dresses for Little Girls in Africa,” providing hand-stitched pillowcase garments for hundreds of children, in partnership with the Kenya Relief organization
• Awarded over $90,000 in scholarships
Appendix B: 2015 Employee Network milestones

In 2015, AT&T supported nine Employee Networks with more than 15,000 memberships.

**AT&T Asia Pacific Women’s Organization**

**ABOUT:**
- Founded in 2015
- 284 members

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

**2015 INITIATIVES:**
- Launched a book and the Buddy Group Program, bringing women together to network, share and support the community
- Recognized as a Most of World Asia Pacific Region AT&T Employee Network organization
- Took part in the Corporate Athlete Series – a series of calls centering around health, nutrition, fitness and energy

**AT&T EMEA Women’s Network**

**ABOUT:**
- Founded in 2013
- 450 members

**MISSION:**
To create a multinational networking forum for women in business

**2015 INITIATIVES:**
- Launched speakers’ forums where leaders and subject-matter experts shared their insights about leadership, the path to 2020, social media and more
- Established multiple networking activities through “Coffee Randomiser” events and six mentoring circles that meet monthly to discuss timely business topics, with books and articles recommended by the AEWN book club
- Teamed up with colleagues to host a technology-focused Girls Day STEM event for 79 teenagers in Slovakia, the Czech Republic and the Netherlands

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

**ABOUT:**
- Founded in 2013
- 183 members

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

**2015 INITIATIVES:**
- Organized “I’m Against Bullying” Most of World campaign on Spirit Day
- Partnered with AT&T EMEA Women’s Network to conduct “Coffee Randomiser” event to build both ENs and strengthen both communities
- AT&T Czech Republic was named the bePROUD Employer of the Year
AT&T Women of Finance

**ABOUT:**
- Founded in 2013
- 3,309 members

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

**2015 INITIATIVES:**
- Launched more than 30 mentoring circles for more than 370 mentees across the finance organization and other business units
- Hosted 16 “Branching Out” sessions in eight cities to help members meet the finance leadership team and grow their networks
- Held five education sessions to help members “Discover Their Passion,” with average participation of 2,000 employees per session

AT&T Women of Technology

**ABOUT:**
- Founded in 2014
- 3,317 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

**2015 INITIATIVES:**
- Hosted speed-networking events in major cities
- Sponsored the Circle of Influence webcast with Cathy Southwick
- Sponsored the Women in Technology & Culture Change webcast with Jessica Lawrence
- Co-sponsored Girl Scouts Coding, a coding camp for sixth- through eighth-grade Girl Scouts in North Texas
- Presented Advancing & Retaining Women in Technology with Catherine Ashcraft

Business Professionals

**ABOUT:**
- Founded in 2013
- 90+ members

**MISSION:**
To contribute to the preparation of a world-class workforce within AT&T

**2015 INITIATIVES:**
- Hosted a project management panel discussion in three Bratislava locations attended by more than 100 business professionals from 12 business units
- Successfully launched 10 Most of World mentoring circles led by various leaders across AT&T
ABOUT:  
• Founded in 2015  
• Over 2,700 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

2015 INITIATIVES:  
• Launched the Mujeres en acción 2015 CDMX Tour, with conferences in Veracruz, Guanajuato, Monterrey and Guadalajara focused on fostering leadership among women in AT&T México  
• Supported women’s opportunities in STEM careers by mentoring 40 engineer interns who are working in network and system areas  
• Promoted awareness of women’s health issues by hosting conferences on cervical cancer and health and nutrition, as well as encouraging “active pauses” throughout the workday  
• Focused on HR sensitization and publication of a diversity and inclusion policy

ABOUT:  
• Founded in 2013  
• 550 members

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

2015 INITIATIVES:  
• Organized more than 20 presentations and events for its members  
• Volunteered 789 hours that helped the group nearly double its number of members  
• Issued its first two newsletters (both digital and printed versions) to explain more about the group, its goals and upcoming events, along with a kids section and healthy tips

ABOUT:  
• Founded in 2014  
• 5,995 members

MISSION:  
Open to management and non-management, we are an organization that helps others who want to expand their knowledge of the project management discipline

2015 INITIATIVES:  
• Enrolled 906 students in the 40-hour PMP prep course the group teaches – more than double the number of students enrolled in 2014  
• Held 11 expert lectures with average attendance of 586 people per session – a 22 percent increase over the previous year – to help members develop new skills and maintain certifications  
• Proposed that the PMI ACP be the corporate standard certification for project managers interested in an industry-wide certification in Agile  
• After being approved by the Agile COE and TU, an ACP certification course is now being developed for PMN members
## Appendix C: AT&T 2015 diversity & inclusion national awards

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<th>Organization</th>
<th>Award</th>
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<tr>
<td>Affinity magazine</td>
<td>Top Corporation for LGBT Equality</td>
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<td>American Business Awards</td>
<td>HR Team of the Year (Bronze Stevie)</td>
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<td>HR Department of the Year (Gold Stevie)</td>
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<td>Most Innovative Company of the Year – 2,500 or More Employees (Gold Stevie)</td>
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<td>Technical Innovation of the Year – At Organizations With More Than 1,000 Employees (Silver Stevie)</td>
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<td>Asia Society</td>
<td>Best Employer for Asian Pacific American Employee Resource Groups</td>
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<td>2015 Best Practices Company</td>
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<td>– Employee Growth &amp; Advance</td>
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<td>– Profit &amp; Loss Leadership Development</td>
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<td>– Sponsorship</td>
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<td>– Market Opportunities</td>
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<td>Association of ERGs &amp; Councils</td>
<td>Top 25 Diversity Council</td>
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<td>– Women of AT&amp;T (#18)</td>
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<td>Black Enterprise</td>
<td>Best Companies for Diversity</td>
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<td>Most Powerful Women in Corporate America</td>
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<td>Black Equal Opportunity Employer (EOE) Journal</td>
<td>Top Disability-Friendly Employers</td>
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<td>Top Diversity Employer</td>
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<td>Top LGBT-Friendly Employers</td>
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<td>Top Supplier Diversity Programs</td>
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<td>Careers &amp; the disABLED magazine</td>
<td>Top 50 Employers (#3)</td>
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<td>Organization</td>
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<tr>
<td>Disability Equality Index US Business Leadership Network</td>
<td>100% Score</td>
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<td>Diversity magazine</td>
<td>Top 25 Public Company Diversity &amp; Inclusion Leaders</td>
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<td>DiversityBusiness.com</td>
<td>Top 50 Corporations for Multicultural Business Opportunities</td>
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<td>DiversityInc</td>
<td>Top 50 Companies for Diversity (#7)</td>
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<td>Top 10 Companies Specialty Lists:</td>
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<td>- #1 Supplier Diversity</td>
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<td>- #2 Companies for LGBT Employees</td>
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<td>- #6 ERG</td>
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<td>- #6 Veterans</td>
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<td>- #7 People With Disabilities</td>
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<td>- #8 Diversity Council</td>
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<td>DiversityMBA</td>
<td>“50 Out Front” for Diversity Leadership (#1)</td>
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<td>Best in Class Specialty Awards</td>
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<td>- Accountability</td>
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<td>- Board Diversity</td>
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<td>- Succession Planning</td>
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<td>- Recruitment</td>
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<td>- Workplace Inclusion</td>
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<td>Equal Opportunity magazine</td>
<td>Top 50 Employers</td>
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<td>G.I. Jobs</td>
<td>Top 100 Military Friendly Employers</td>
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<td>Top 50 Military Friendly Spouse Employers</td>
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<td>Organization</td>
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<tr>
<td>Hispanic Association on Corporate Responsibility (HACR)</td>
<td>HACR Corporate Inclusion Index, 95% score</td>
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<td>Human Rights Campaign</td>
<td>Best Place to Work</td>
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<td>HRC Corporate Equality Index, 100% score (12th consecutive year)</td>
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<td>LATINA Style 50</td>
<td>50 Best Companies of the Year (#2)</td>
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<td>LATINA Style, Inc.</td>
<td>Top 10 Employee Resource Groups of the Year (HACEMOS, #2)</td>
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<td>Military Officer Association of America</td>
<td>Distinguished Service Award</td>
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<td>National Association for Female Executives (NAFE)</td>
<td>Top 50 Companies for Executive Women</td>
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<td>National Veteran-Owned Business Association (NaVOBA)</td>
<td>Top 25 Military-Friendly Supplier Diversity Programs</td>
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<td>Paraquad</td>
<td>Shine the Light Award</td>
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<td>PR News</td>
<td>CSR Award for Best Blog, Honorable Mention, Employee Relations</td>
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<td>Racing Toward Diversity</td>
<td>Top 25 Public Company Diversity &amp; Inclusion Leaders (#3)</td>
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<tr>
<td>Reader’s Choice magazine</td>
<td>Top 50 Employers for Equal Opportunity</td>
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<td>Top 50 for Minority Engineers (#22)</td>
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<td>Top 50 for Workplace Diversity</td>
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<td>Top 50 for Woman Engineers</td>
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<td>Springboard Consulting/Disability Matters</td>
<td>Marketplace Award</td>
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<tr>
<td>The Military Times</td>
<td>Military Times Best for Vets: Employers 2015</td>
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<td>U.S. Hispanic Chamber of Commerce</td>
<td>USHCC Million Dollar Club</td>
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<td>U.S. Veterans</td>
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<td>Women's Business Enterprises</td>
<td>America's Top Corporations for Women's Business Enterprises</td>
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<tr>
<td>Woman Engineer</td>
<td>Top 50 Employers (#15)</td>
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<tr>
<td>Workforce Diversity for Engineers &amp; IT Professionals</td>
<td>Top 50 Equal Opportunity Employer</td>
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</tbody>
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At AT&T, Every Voice Matters.

att.com/diversity