

Diversity
& Inclusion
2014 Annual
Report

AT&T

The AT&T logo, featuring a stylized globe with horizontal lines, is positioned to the right of the text "AT&T".

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

It's a symbol of inclusion that defines our company as one that values, invites and celebrates a healthy mix of perspectives, skills and ideas. 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.



Table of contents

- 4 A message from our Chairman & CEO
- 5 A message from our Chief Diversity Officer



Diversity & Inclusion Annual Report introduction

- 7 Over 45 years of intentional diversity



Employees & our supportive culture

- 9 Overview
- 10 Diversity at a glance
- 11 Our employee groups
- 12 Our Employee Resource Groups (ERGs)
- 13 Our Employee Networks (ENs)
- 14 National ERG Conference
- 15 ERG in Action Awards
- 16 ERG Leadership Academies
- 17 Hiring the best to provide the best



Communities & our active engagement

- 19 Overview



Customers & our attention to their needs

- 21 Overview



Suppliers & our commitment to collaboration

- 23 Overview
- 24 Supplier diversity awards
- 25 Diversity & inclusion national awards
- 26 Tomorrow and beyond
- 28 Appendix A: 2014 Employee Resource Group milestones
- 31 Appendix B: 2014 Employee Network milestones
- 33 Appendix C: 2014 National awards

A message from our Chairman & CEO



Randall Stephenson

At AT&T, we're in the business of improving customers' lives through connectivity and technology. Today, that means innovating to lead in a world that is defined by video, mobility and high-speed connectivity. And to do that, we need great talent at every level.

That's why we embrace diversity, from our executives to our retail and service employees to our suppliers. This isn't a new development. Our commitment to a diverse and inclusive workforce has deep roots, dating back more than 100 years.

We receive national recognition for our commitment. DiversityInc ranked us as the 7th top company for diversity in 2015, calling us one of the "most well-rounded companies in diversity and inclusion." DiversityInc cited our leadership in supplier diversity, recruitment, talent development, engagement, retention, employee groups and mentoring.

We welcome diversity for the game-changing advantage it provides us. This Annual Report on Diversity & Inclusion recaps our 2014 achievements within the company and in our communities. Thanks for taking the time to review it.

A message from our Chief Diversity Officer



Cynthia G. Marshall

Welcome and thank you for allowing us to tell our story. All of us at AT&T are so proud to share our passion for diversity and inclusion. Probably because it's in our DNA: Since our inception in 1876, when Alexander Graham Bell's interest in elocution – spurred by his mother and his wife, who both were deaf – drove him to invent the first telephone, we've walked the walk.

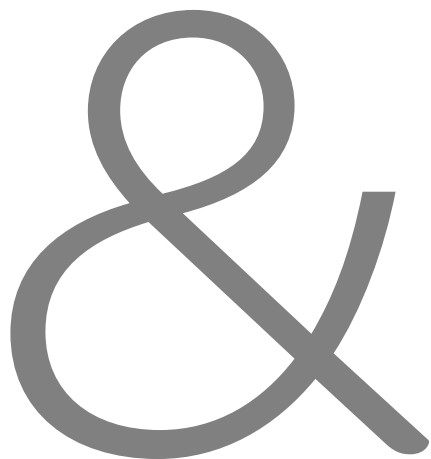
Every day, we demonstrate to our customers, partners, shareowners and one another that at AT&T *every voice matters*. And it's that respect for the individual that makes us a desired business partner, committed member of the many communities we serve, and a great place to work.

In this annual report, we've aimed to capture that commitment. You'll read about many, many programs and views that define us. I encourage you to spend an extra few minutes learning about our 12 Employee Resource Groups and seven Employee Networks. Oh, the things these dedicated employees do!

As you learn about our company, perhaps with an eye toward joining us, I encourage you to imagine what you, or someone you know, might accomplish here. Because at AT&T, we truly value those things that make each of us unique – and we're passionate about creating an environment where *every* employee can bring his or her full self to work each day.

That's what drives innovation. That's what drives growth. And that's what makes us who we are.

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

1969: Community Network of African American employees founded



1986: The Lesbian, Gay, Bisexual, Transgender (LGBT) and Allies Organization of AT&T founded



2014: 50 & Forward Employee Resource Group founded

2013: Global Employee Network launched

2010: First national AT&T Employee Resource Group Conference

2008: Chief Diversity Officer position created

2007: Randall Stephenson named Chairman & CEO

2012: First Employee Resource Group Leadership Academy

2013: AT&T begins Diversity & Inclusion Ambassador certifications



1972: Women of AT&T founded

1968: AT&T creates its Supplier Diversity Program



1988: The Hispanic/Latino Employee Association of AT&T founded





Employees & our supportive culture

The AT&T family of employees includes 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

We recognize and respect all differences – culture, national origin, race, religion, sexual orientation and more.

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.

Providing an effortless customer experience is one of our top priorities at AT&T, and it all starts with our people.

We employ an array of outreach strategies to attract talent that aligns with our values and priorities. Tried-and-true methods, such as job fairs and conferences, are augmented with 21st-century channels such as social media and webinars. We also partner with many colleges and universities in project collaborations and internships, 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.

Our workforce:

240,000+
employees
worldwide



Who work in



55
countries

Employee diversity at a glance

94,000+ Employee group members

OF THE AT&T
WORKFORCE

18,929 women at AT&T
work in STEM jobs



35% ARE
WOMEN



10,163* employees
are veterans

42% ARE
PEOPLE
OF
COLOR

AT&T hosts over 600 college interns in an average summer



MORE
THAN

3,025* employees
with disabilities
work for AT&T

AT&T employees are
the proud parents of

101,500
CHILDREN
under the age of 13

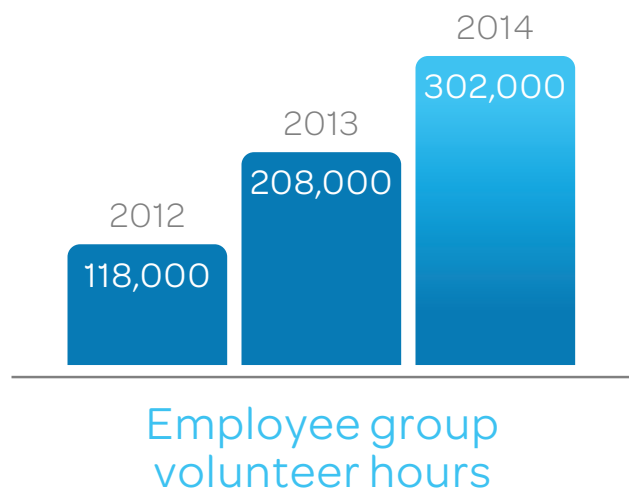
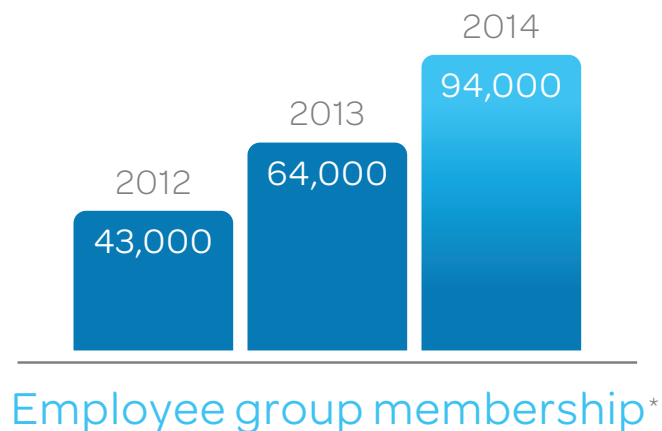
AGES OF
THE AT&T
WORKFORCE

32%
BABY BOOMERS

41%
GENERATION X

27%
MILLENNIALS

Our employee groups



AT&T currently supports 12 Employee Resource Groups (ERGs) and seven Employee Networks (ENs)[†], with about 91,800 combined memberships by the end of 2014. 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 ranging from cultural populations within AT&T and our communities (such as African Americans, Asian Pacific Islanders, Hispanics/Latinos, Filipino Americans, Native Americans and Asian Indians) to military veterans, the disabled, members of the LGBT community, female employees, young and aspiring professionals within our company and those with years of experience.

In addition to our ERGs, we have seven ENs (four 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 (ERGs)



APCA

Asian Pacific Islanders for
Professional & Community
Advancement



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



ICAE

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 & Forward

AT&T Professionals Over 50



Women of AT&T

Our Employee Networks (ENs)



Business Professionals



AT&T Women of Technology



AT&T EMEA Women's Network



AT&T Women of Finance



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



Project Management
Network



Parents @ Work

National ERG Conference

Our sixth annual National ERG Conference – #champion2020 – provided keynote speeches and workshops that explored our 2020 initiatives in detail, so that members could better champion them both in their Employee Resource Groups and at work. The conference, attended in person by nearly 2,000 employees and more than 100 officers and senior managers, was also

experienced remotely by an additional 3,500 webcast viewers.

During the second day of the conference, we held our first “Day of Service” where approximately 500 ERG members volunteered with 10 organizations, including the American Red Cross, the Boys & Girls Club “Day for Kids” event, and the Trinity River Corridor cleanup project .



ERG in Action Awards



Each year, AT&T recognizes six Employee Resource Group (ERG) initiatives for making a difference to our company, our industry or our communities. In 2014, the company selected three national winners and three local winners from 53 groups nominated for their notable impact and results.

National winners

APCA (Asian Pacific Islanders for Professional & Community Advancement)	"I Can Teach You" Educational initiative that engaged 4,500+ members, 10,000+ additional employees, 150,000+ community members and raised \$94,000 in scholarships.
OASiS (The Organization of Asian Indians at AT&T)	"Each One Reach One" Successfully trained 1,200+ AT&T employees as Certified Service Ambassadors and helped retain \$4.5M in revenue for AT&T.
oxyGEN (Young Professionals of AT&T)	"BRIDGE" (Bridging Generations With Technology) Created an event to help seniors in our communities understand and master life-enriching technologies made available through AT&T.

Local winners

LEAGUE – Kansas City "Membership Challenge"	Collectively helped more than 20 different charitable organizations through donations of time and more than \$25,000 in fundraising.
oxyGEN – Atlanta "Change Agent Summit"	A 1.5-day event designed to transform employees into "Change Agents" for AT&T.
WOA – Dallas "Society of Women Engineers (SWE) Event"	Hosted an all-inclusive professional development session in partnership with SWE at the AT&T Foundry in Plano, Texas.

Employee Resource Group 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



officers and senior managers in informal settings. To date, more than 800 ERG leaders have benefited from our ERG Leadership Academies.

To date, more than 800 ERG leaders have benefited from our ERG Leadership Academies.

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

In 2014, the academies trained 266 ERG officers in six sessions across five regions. The feedback? Phenomenal. Graduates commented that this was the best training they had ever attended and that they felt better equipped to articulate their ERG value propositions and brand. They also left their sessions with renewed purpose and enthusiasm for attracting new members and developing programs that brought their value propositions to life. Attendees applauded the AT&T University staff's energy and expertise and the abundant opportunities to network and share best practices.

Employee Resource Group Academy Curriculum

LEADERSHIP MODULES

- Extraordinary Leader Model
- Myers-Briggs and Leading

ERG EFFECTIVENESS MODELS

- Engaging Employees in ERGs
- Extraordinary Interpersonal Communications
- Managing Conflict
- Communication Strategy

Hiring the best to provide the best

The talented individuals who make up the AT&T 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 basic 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

In 2014, we sponsored six Women in Technology hackathons and recruited at many women's conferences (e.g., Grace Hopper Celebration of Women in Computing, Society of Women Engineers and the Forte Foundation). We also launched a Personal Bias course for our hiring managers to complete to reduce unconscious bias in the hiring process. We established a recruiting presence at many historically black colleges and universities (HBCUs) and used social media to reach diverse individuals seeking jobs. We sponsor and attend recruiting

conferences hosted by organizations such as BEYA, Society of Black Engineers, Great Minds in STEM, the Asia Society and INROADS.

Military

In 2013, we committed to hire 10,000 veterans by 2018 and by the end of 2014 had achieved more than half of our goal. We established a Military Spouse Talent Attraction career site to promote careers in military families, and we continued supporting our Veteran Talent Exchange website to facilitate sharing veteran talent among members of the 100,000 Jobs Mission. In addition, we sponsored

the Student Veterans of America, which connects with student veterans on over 800 campuses in the country.

People with Disabilities

In 2014, AT&T continued to participate in disability career events hosted by Career Opportunities for Students with Disabilities and the Dallas Employability Career Expo. We used these events to promote our careers and conduct resume reviews, and demonstrated the assistive technology in our diverse portfolio. In addition, we certified our career site to ensure compatibility with screen-reader technology.

A photograph of three young adults smiling outdoors. In the foreground, a young woman with long brown hair, wearing a navy and white striped polo shirt, holds a stack of books and has sunglasses hanging from her shirt. Behind her, a young man in an orange polo shirt and another young man in a blue button-down shirt over a green t-shirt are also smiling. The background is a blurred outdoor setting with greenery and a building.

Communities

&

our active
engagement

Communities & our active engagement

Our connection to communities is more than geographic.

By providing volunteer support to special-interest groups, AT&T 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 (ERGs) and Employee Networks (ENs) 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 2014, our ERG members contributed 294,471 volunteer hours to their causes, and our EN members, 6,696.

AT&T diversity & inclusion
by the numbers:

Our community

\$350 Million



AT&T Aspire



Commitment to help
improve college and
career readiness

\$125
Million

in corporate, employee
& foundation giving

4,512

Presidential Volunteer
Award winners

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 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.

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.

AT&T diversity & inclusion
by the numbers:
Our customers

160+

Languages spoken

 700+

Bilingual retail stores
with either a Hispanic
or Asian focus

3,000

Projects have been
reviewed to ensure
accessibility

Suppliers

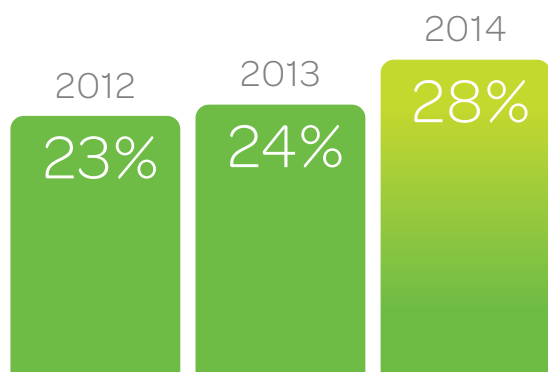


our commitment
to collaboration



Suppliers & our commitment to collaboration

An array of businesses contributes unique skills and fresh ideas to what we offer and plays a vital role in delivering the services, value and innovation necessary to serve our customers.



Our support of diverse suppliers

AT&T values greatly 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 three 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.

AT&T diversity & inclusion by the numbers:

Our suppliers

\$16.5 Billion

Total supplier diversity spend



28%

DIVERSE SUPPLIER SPEND PERCENTAGE

Ranked



#1

by DiversityInc

2014 Supplier diversity awards

*Top 10 Companies for Supplier Diversity
– Ranked #1*

DiversityInc

*Top Corporation for Women's Business Enterprises
– 16th year in a row*

Women's Business Enterprise National Council

25 Best Corporations for Veteran-Owned Businesses

National Veteran-Owned Business Association

*Top 50 Corporations for Multicultural Business
Opportunities – Ranked #1*

DiversityBusiness.com

2014 Million Dollar Club

United States Hispanic Chamber of Commerce

AT&T 2014 diversity & inclusion national awards

AT&T's 139-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 and work.



Perfect score for
10 years in a row

HUMAN RIGHTS CAMPAIGN (LGBT EQUALITY)
– CORPORATE EQUALITY INDEX

**2015 Best Companies
for Diversity**

BLACK ENTERPRISE MAGAZINE

2014 FORBES

**20 Happiest
Companies**

for Young Professionals



**Secretary
of Defense
Freedom Award**

**100+
Awards**

For diversity
& inclusion
at AT&T

**Top
50 Companies**

2015 NATIONAL ASSOCIATION
FOR FEMALE EXECUTIVES

**Top 50 Best
Companies
for Diversity**

DIVERSITYINC



**For Supplier
Diversity**

DIVERSITYINC

**2015 Employer
of the Year**

CAREERS & THE
DISABLED MAGAZINE



**Best Company for Mentoring
(2014) and Best Company
for ERGs (2015) Asia Society**

ASIA SOCIETY

95%

Hispanic
Association
on Corporate
Responsibility

CORPORATE INCLUSION INDEX



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. The more viewpoints we acknowledge, genuinely consider and choose to embrace, the more connections we will forge with the world around us, the more contributions we can make, and the more impact we will have.

Make no mistake: Diversity and inclusion *are* critical to our success. We welcome the myriad talents, perspectives and experiences that, every day, help mobilize *our* world at AT&T.

Appendix

Appendix A: 2014 AT&T Employee Resource Group (ERG) milestones

In 2014, AT&T supported 12 Employee Resource Groups with more than 82,900 members.



> 50 (50 & Forward Professionals)

About:

- Founded in fall 2014
- Over 2,496 members
- 8 chapters

Mission:

To support an age-diverse workforce and ways to optimize it; to prepare an age-diverse workforce for technological and cultural changes in the workplace; to contribute to the professional development of all AT&T employees in an age-diverse workforce; to support a generation of young leaders at AT&T; and to promote AT&T as a leading employer of individuals of all ages.

2014 Initiatives:

- “Amplify >50”: Sponsor educational events and provide coaching and resources to help employees who have worked for several years effectively represent their skills, attributes and achievements in the Amplify model
- “Work-Life >50”: Identify community resources, promote educational programs and support groups for employees who have adult care needs
- “Workforce 2020”: “Better together” initiative for preparing younger managers to lead an aging workforce



APCA (Asian Pacific Islanders for Professional & Community Advancement)

About:

- Founded in 2006
- Over 5,800 members
- 14 chapters

Mission:

Dedicated to creating alliances that enhance professional and leadership opportunities for its members.

2014 Initiatives:

- Launched the “I Can Teach You” program – engaging 4,500+ members, 10,000+ additional employees and reaching 150,000 community members – to extend our Chairman’s customer service priority
- Awarded \$94,000 in scholarships to 58 high school seniors, a 29% increase over 2013
- Hosted 2014 APCA National Awards Banquet in Chicago



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

About:

- Founded in 1983
- Over 7,500 members – a majority did not serve but love our vets
- 35 chapters

Mission:

Selfless service to our fellow vets, our fellow employees and our fellow citizens.

2014 Initiatives:

- “Carry the Load”: Support was ERG-inspired, now corporately sponsored
- ROTC Distinguished Cadet Award ceremonies: Started with our Washington, D.C., ERG; now national
- Care packages for deployed troops



Community NETWORK

About:

- Founded in 1969, AT&T’s oldest ERG
- Over 9,600 members
- 35 chapters

Mission:

To enhance the visibility, to improve the opportunities and to encourage and facilitate personal and professional growth of African-American employees at AT&T.

2014 Initiatives:

- Received the Aspire Mentoring Academy ERG of the Year Award for having more than 400 unique mentors who spent more than 13,000 hours helping students
- Awarded local scholarships to 225 high school seniors
- Raised \$130,000 for United Negro College Fund (UNCF)



FACES (Filipino American Communications Employees of AT&T)

About:

- Founded in 1985
- Over 1,800 members
- 6 chapters

Mission:

To promote cultural awareness, diversity and inclusion, and personal and professional development through community involvement and support of AT&T's business imperatives.

2014 Initiatives:

- Awarded \$15,000 in scholarships to 10 students
- Received a \$5,000 AT&T Cares Grant for youth-at-risk of the PASACAT Philippine Performing Arts Company in San Diego
- Provided over \$8,000 for Haitian Relief



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

About:

- Founded in 1988
- Over 8,500 members
- 39 chapters

Mission:

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

2014 Initiatives:

- Won *LATINA Style's* Employee Resource Group of the Year Award
- Awarded \$185,000 in U.S. scholarships
- Held "High Technology Day" in 27 cities, reaching 1,750+ students



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

About:

- Founded in 1993
- Over 2,000 members
- 7 chapters

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.

2014 Initiatives:

- Deepened ICAE relationships with tribes in Oklahoma to show AT&T as a long-term partner and enhance Project VIP placement prospects
- \$5,000 grant for Murrow Indian Children's Home for foster grandparent program
- Met with Oklahoma Cherokee, Choctaw and Chickasaw leaders to partner on tribal needs and enhance AT&T's standing



IDEAL Disability Advocates

About:

- Founded in 1989
- Over 3,000 members
- 5 chapters

Mission:

To be a resource group for people interested in the employment and issues of people with disabilities.

2014 Initiatives:

- Strengthened scholarship program: 800 applicants for the 2014 cycle
- PACT (Parents and Caregivers Together) & Puzzle Piece Employee Zone
- Strong, creative partnership with CATO – Corporate Accessibility Technology Office



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

About:

- Founded in 1987
- Over 4,500 members
- 31 chapters

Mission:

To provide a supportive environment for lesbian, gay, bisexual and transgender employees and allies to develop leadership and professional skills.

2014 Initiatives:

- Partnered with the Parents, Families & Friends of Lesbians & Gays (PFLAG) organization to conduct a national "Straight for Equality" webcast
- Established the LGBT Student Mentoring program to work with some of the most at-risk student populations
- Sponsored "No Hate Campaign" (NOH8) on Spirit Day in Dallas



OASiS (Organization of Asian Indians at AT&T)

About:

- Founded in 2000
- Over 4,700 members
- 7 chapters

Mission:

To provide members with opportunities for self-development, professional enhancement, networking and support of AT&T's diversity and charitable goals.

2014 Initiatives:

- STEM Trainer Ecosystem: Over 1,000 employees signed up to make mobile apps and train youth in their communities in STEM, pledging 20,000 Aspire mentoring hours
- Over 1,400 employees attended 9 innovation sessions
- Mobile App Development Contest: 500+ students submitted 183 mobile app ideas



oxyGEN (Young Professionals at AT&T)

About:

- Founded in 2011
- Over 13,900 members, second-largest ERG
- 26 chapters

Mission:

To attract, develop and retain future leaders of AT&T.

2014 Initiatives:

- Ranked by Association of ERGs & Councils as one of 2014's Top U.S. ERGs
- "Bridge" Community Outreach Campaign: Educated seniors on mobility technology at 30 classes in 26 cities
- Raised over \$10,000 for scholarship fund



Women of AT&T

About:

- Founded in 1972
- 21,000 members, largest ERG
- 43 chapters

Mission:

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

2014 Initiatives:

- Created GIFT (Girls in Future Technologies) Day as key STEM initiative
- Partnered with EnjoyCPR® Safety Training to offer American Heart Association-authorized CPR certifications to over 2,300 employees to date
- Awarded over \$60,000 in scholarships

Appendix B: 2014 Employee Network (EN) milestones

In 2014, AT&T supported seven ENs with more than 11,100 members.



AT&T EMEA Women's Network

About:

- Founded in 2013
- 200+ Members

Mission:

To create a multinational networking forum for women in business.

2014 Initiatives:

- Continuing to focus on employees' transformational skills by hosting monthly education sessions. Guest speakers led discussions and shared their insights and journeys to membership
- Stress the importance of educational learning by launching a book club and establishing mentoring sessions



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

About:

- Founded in 2013
- 97+ members

Mission:

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

2014 Initiatives:

- Celebrate and launch an annual Equality Day – a day to proudly celebrate diversity and inclusion in the AT&T workplace
- Organize the first joint multi-region international telepresence. Members met virtually from Slovakia, Madrid, Mexico City and the Presence of Diversity in Europe



AT&T Women of Finance

About:

- Founded in 2013
- 2,380+ members

Mission:

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

2014 Initiatives:

- Support corporate initiatives such as "Your Health Matters" and "Workforce 2020"
- Partner with Finance Employee Engagement Council to co-host a Career Development Finance Symposium



AT&T Women of Technology

About:

- Founded in 2014
- 3,317+ members
- One of the fastest-growing employee networks

Mission:

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

2014 Initiatives:

- Introduced the "Red Chair" – a symbol to recognize women and the role they play to shape technology
- Create an environment of awareness for the importance of recycling



Business Professionals

About:

- Founded in 2013
- 90+ members

Mission:

To contribute to the preparation of a world-class workforce within AT&T.

2014 Initiatives:

- Establish Professional Mentoring Circles aimed at development of high-performing employees wanting to pursue a contributing career within the company
- Host Leadership Mentoring Sessions – executive-led sessions designed to help managers build leadership skills necessary in today's work environment



Project Management Network

About:

- Founded in 2014
- 4,986+ members

Mission:

Open to management and non-management, we are an organization that helps others who are interested in expanding their knowledge of the project management discipline.

2014 Initiatives:

- Assisting employees who are working toward obtaining their Continuing Certification Requirements and ensuring they are equipped to remain relevant in an ever-changing business environment
- Offer project management training via events and seminar
- Offer opportunities for PMP-certified employees to earn professional development units (PDUs) toward their continuing education efforts



Parents At Work

About:

- Founded in 2013
- 33+ members

Mission:

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

2014 Initiatives:

- Organize and partner to create family-friendly community events such as "Zoo Picnic Day," "St. Nicholas Day" and even a yard sale
- Deliver educational seminars and presentations focusing on raising a family

Appendix C: AT&T 2014 diversity & inclusion national awards

Organization	Award
2020 Women on Boards	Winning “W” Company
American Association of People with Disabilities (AAPD)	Justice for All Corporate Leadership Award
American Business Awards	HR Department of the Year (Silver Stevie) HR Team of the Year (Silver Stevie)
Asia Society	Best Company for Mentoring
Asia-Pacific Economic Cooperation	50 Leading Companies for Women
Association of Diversity Councils	Top 25 Diversity Councils – OASiS (#23) – oxyGEN (#9)
Black Enterprise	Best Companies for Diversity
Black Equal Opportunity Employer (EOE) Journal	Top Disability-Friendly Employers Top Diversity Employer Top LGBT-Friendly Employers Top Supplier Diversity Programs Top Veteran-Friendly Companies
Chief Marketer Pro Award	Bronze Award Best Campaign for a Holiday (Autumn Moon)
Difference Matters	Top Corporate Allies for Diversity

Organization**Award**

Disability Matters

North American Workforce Award

Diversity Magazine

Top 25 Public Company Diversity & Inclusion Leaders

Diversity MBA

"50 Out Front" for Diversity Leadership (#2)

Best in Class Specialty Awards

- Accountability
- Board Diversity
- Succession Planning
- Workplace Inclusion

DiversityBusiness.com

Top 50 Corporations for Multicultural Business Opportunities

DiversityInc

Top 50 Companies for Diversity (#7)

Top 10 Companies Specialty Lists

- Diversity Councils
- Employee Resource Groups
- People with Disabilities
- Recruitment & Retention
- Supplier Diversity

Employer Support of the Guard and Reserve (ESGR)

Pro Patria Award

Secretary of Defense Employer "Freedom Award"

Forbes

20 Happiest Companies for Young Professionals

Organization**Award**

G.I. Jobs

Top 100 Military Friendly Employers
Top 50 Military Friendly Spouse Employer

Gay, Lesbian & Straight Education Network (GLSEN)

Commitment to Diversity & Inclusion Award

Hispanic Association on Corporate Responsibility (HACR)

HACR Corporate Inclusion Index, 95% score

Hispanic Executive

Top 5 ERG

Hispanics Inspiring Students' Performance
& Achievement (HISPA)

Sponsor of the Year Award

Human Rights Campaign

HRC Corporate Equality Index, 100% score

LATINA Style 50

50 Best Companies of the Year (#3)

LATINA Style, Inc.

Employee Resource Group of the Year (HACEMOS)

LaunchAbility

Alliance Data Corporate Champion Award

Los Angeles Addy Awards

AT&T Live Proud Logo and Branded Content

National Association for Female Executives (NAFE)

Top 50 Companies for Executive Women

National Hispanic Business Group

Corporate Leadership Award

National Veteran-Owned Business Association (NaVOBA)

Best Corporations for Veteran-Owned Businesses

Pax Ellevate

Pax Ellevate Global Women's Index Fund (PXWEX)

Organization**Award**

PR News	3 CSR Awards for Cause Branding Campaign, Corporate-Community Partnership & Video Initiatives
Public Relations Society of America (PRSA)	“It Can Wait” (Best of the Best Gold Anvil) Commendation for Excellence (Bronze Anvil) Multicultural Programs – Business (Silver Anvil) Public Service (Silver Anvil)
Racing Toward Diversity	Top 25 Public Company Diversity & Inclusion Leaders (#3)
Reader’s Choice Magazine	Top 50 Employers for Equal Opportunity
Texas Governor’s Committee on People with Disabilities	Lex Frieden Employment Award
The Military Times	Military Times Best for Vets: Employers 2014
U.S. Hispanic Chamber of Commerce	USHCC Million Dollar Club
U.S. Veterans	Top 10 Veteran Friendly Companies Top Supplier Diversity Programs
US Business Leadership Network	Disability Equality Index Pilot, 100% score
Women’s Business Enterprises	America’s Top Corporations for Women’s Business Enterprises
Workforce Diversity for Engineers & IT Professionals	Top 50 Employer
Workplace Equality Index	Workplace Equality (LGBT) Investment Index Fund



about.att.com/sites/diversity