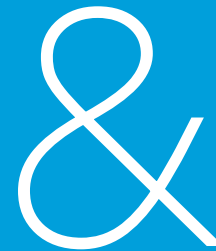


The ampersand in our name is a basic symbol of connection. Yet the dynamics that transform individual differences into shared strengths are much more complex.



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.

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A message from our chairman & CEO



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.

A leader sets an example for others. I'm proud to be part of a company that encourages each of us to lead the way in diversity and inclusion.

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.

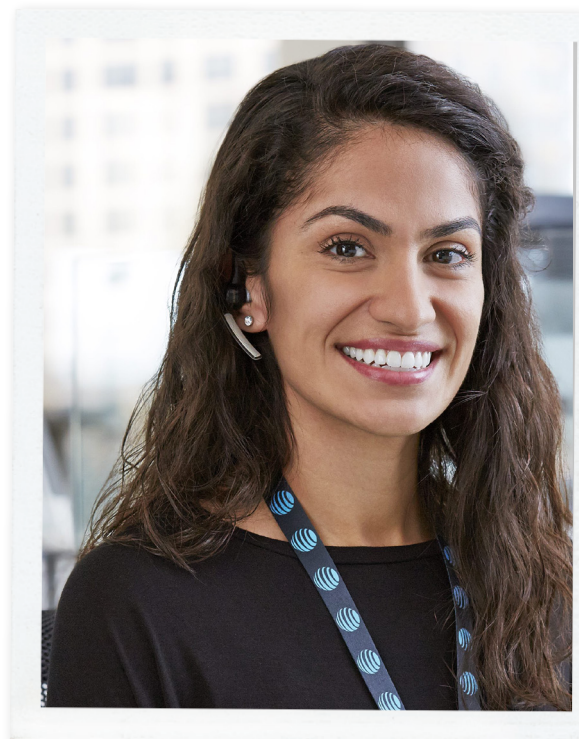
This report summarizes all we did in 2016 to further strengthen our company's performance through a diverse and inclusive culture. What a year it was!

Cynt Marshall

SVP-Human Resources &
Chief Diversity Officer

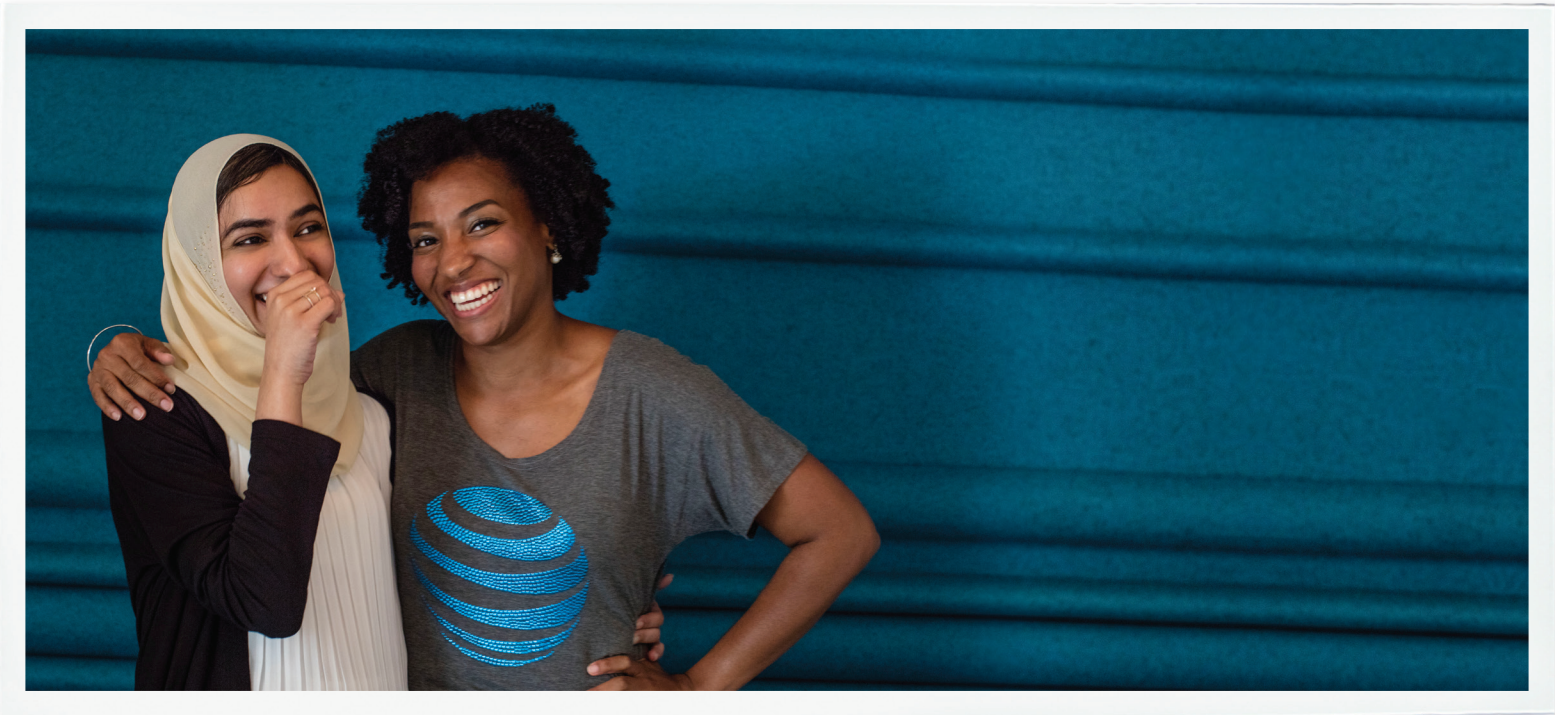
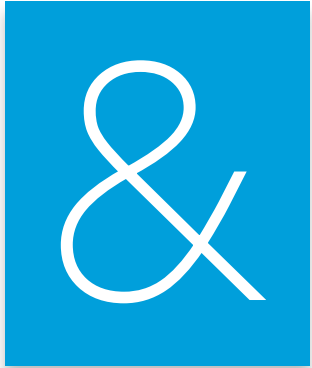


Diversity and inclusion not only drive innovation that makes us a stronger company — they also serve to connect people from different cultures and backgrounds. We realize that simply working side by side is no longer enough. Instead, we must actively seek and share unfiltered experiences, moving from 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:



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

	MALE	FEMALE
FRONTLINE	71% 91,730	29% 37,998
MANAGEMENT	65% 70,550	35% 37,454
TOTAL	68% 162,280	32% 75,452



	WHITE	BLACK	HISPANIC/LATINO	ASIAN	NATIVE AMERICAN	PACIFIC ISLANDER	TWO RACES OR MORE	TOTAL PERSONS OF COLOR
FRONTLINE	52% 66,566	22% 28,171	18% 22,998	4% 4,674	1% 969	.3% 350	3% 3,415	48% 60,577
MANAGEMENT	64% 60,528	14% 13,104	11% 10,462	10% 9,291	1% 506	.2% 227	1% 1,238	37% 34,828
TOTAL	57% 127,094	19% 41,275	15% 33,460	6% 13,965	1% 1,475	.3% 577	2% 4,653	43% 95,405

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



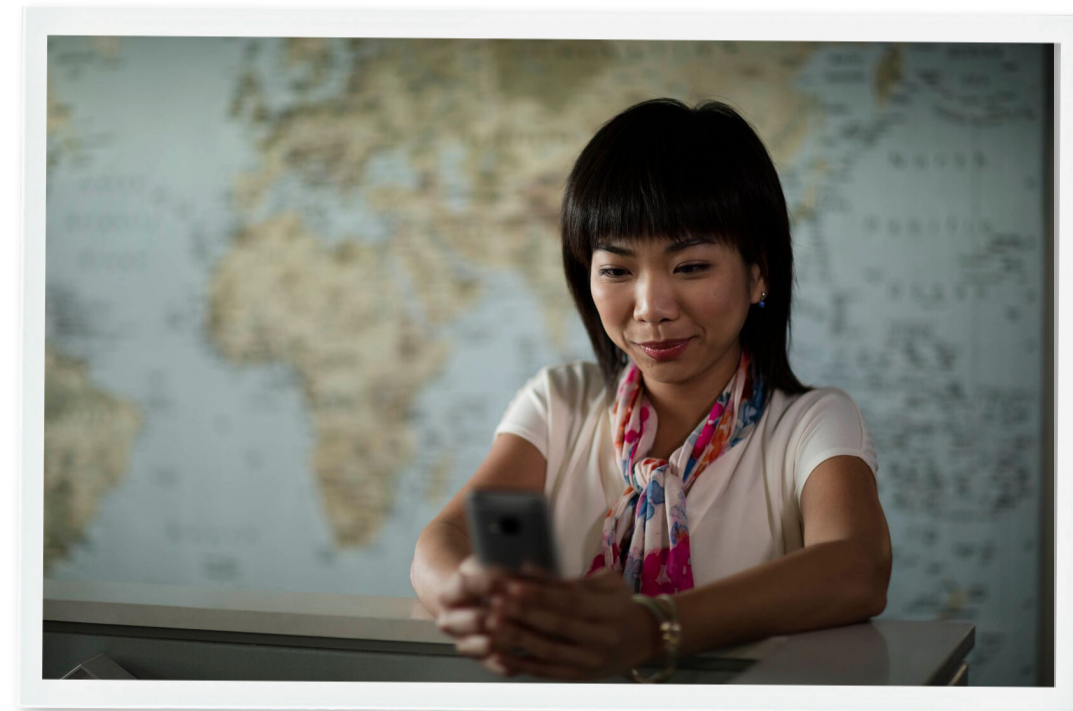
Recruiting and outreach highlights

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



Employee groups expand their influence

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

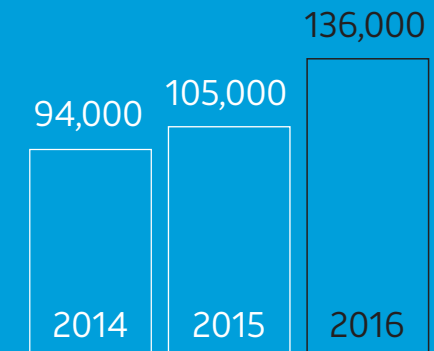
Our 12 ERGs are nonprofit groups that provide support, advocacy, education, mentoring and more to groups representing a range of cultural populations, women, generations, military veterans, individuals with disabilities and members of the LGBT community. They are open to all employees.

Employee networks (EN) overview

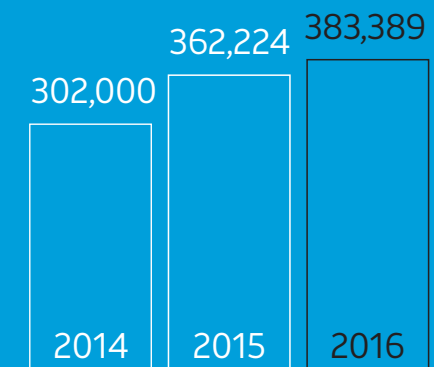
With the launch of PULSE of India and AT&T Professional Engineers in 2016, we now have 11 ENs (seven international, four domestic) that are also open to all employees. Organized around cross-functional diversity and usually focused on specific business or professional development issues, these groups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

[†]See appendices A and B for detailed descriptions of our employee groups.

Employee group membership



Employee group volunteer hours



Our employee resource groups



APCA

Asian Pacific Islanders for Professional & Community Advancement



AT&T Veterans

The Organization for Veterans at 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



The NETWORK

The NETWORK BICP (Black Integrated Communications Professionals)



OASIS

The Organization of Asian Indians at AT&T



oxyGEN

Young Professionals of AT&T



>50

Professionals 50 & Forward



Women of AT&T

The Organization for Women at AT&T

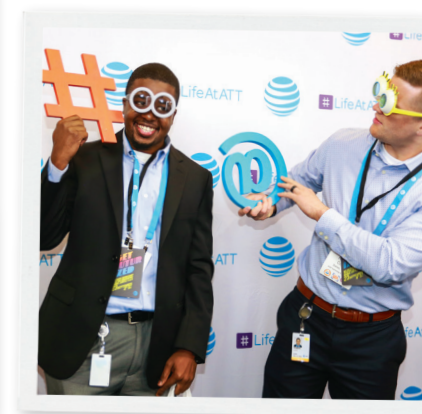
Synergies at our Eighth Annual National ERG Conference

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

OASIS (The Organization of Asian Indians at AT&T)

“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

IDEAL Disability Advocates

“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

APCA (Asian Pacific Islanders for Professional & Community Advancement)

“Promote AT&T as the Premier Entertainment Provider” Collaborated with AT&T marketing to produce a video promoting Asian programming and to position AT&T as a provider of choice to 270,000 attendees at the Asian American International Film Festival

Honorable Mention:
Women of AT&T, oxyGEN, >50

“#ShiftFridays” Expanded the #ShiftFridays program, leading employees through the AT&T University Technology Transformation Series to help them evolve their skills with additional training sessions on big data and cybersecurity

LOCAL WINNERS

OASIS Texas

“iCodeHACK” Sponsored a mobile app hackathon for 230 elementary through high school students at our headquarters with judging by technology leaders and AT&T influencers; participants submitted 183 innovative ideas

HACEMOS St. Louis

“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

Women of AT&T Atlanta

“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

Honorable Mention:
AT&T Veterans Washington State

“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

Adding up the impact of our Day of Service

Nearly 1,000 employees volunteered their time on our Day of Service, held on the second day of the conference. Initiatives included:



Community Engagement, Stop Hunger Now

605
volunteers

179K
meals packed

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.



ICAE, Spirit of Warmth

51
volunteers

70
blankets made

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



The NETwork, Be the Match

50
volunteers

47
donors registered

1,000
testing kits made

20
donors matched

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.



Women of AT&T, Pillowcase Dresses for Little Girls in Africa

223
volunteers

350
dresses made

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.

“I’m not asking you to be tolerant of each other. 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

Tackling business and community challenges

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.



1,250+

ERG Leadership
Academy alums
to date

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.



36

EN Leadership Experience
participants worldwide
in 2016

*We believe
leadership today
inspires leadership
tomorrow.
These sessions
encourage
employees to
step up to
the challenge.*

White House Equal Pay Pledge

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.

White House Equal Pay Pledge

We applaud the growing number of countries that have already made significant progress in closing their gender wage gap. Despite passage of the Equal Pay Act of 1963, which requires equal pay for equal work, the gender pay gap in the United States persists. Women working full-time earn only 79 percent of men's wages, and we are committed to taking action individually and collectively to reduce that national pay gap.

We believe that businesses must play a critical role in reducing the national pay gap. Toward that end, we commit to conducting an annual company-wide gender pay analysis across occupations, reviewing hiring and promotion processes and procedures to reduce unconscious bias and structural barriers, and embedding equal pay efforts into broader enterprise-wide equity initiatives.

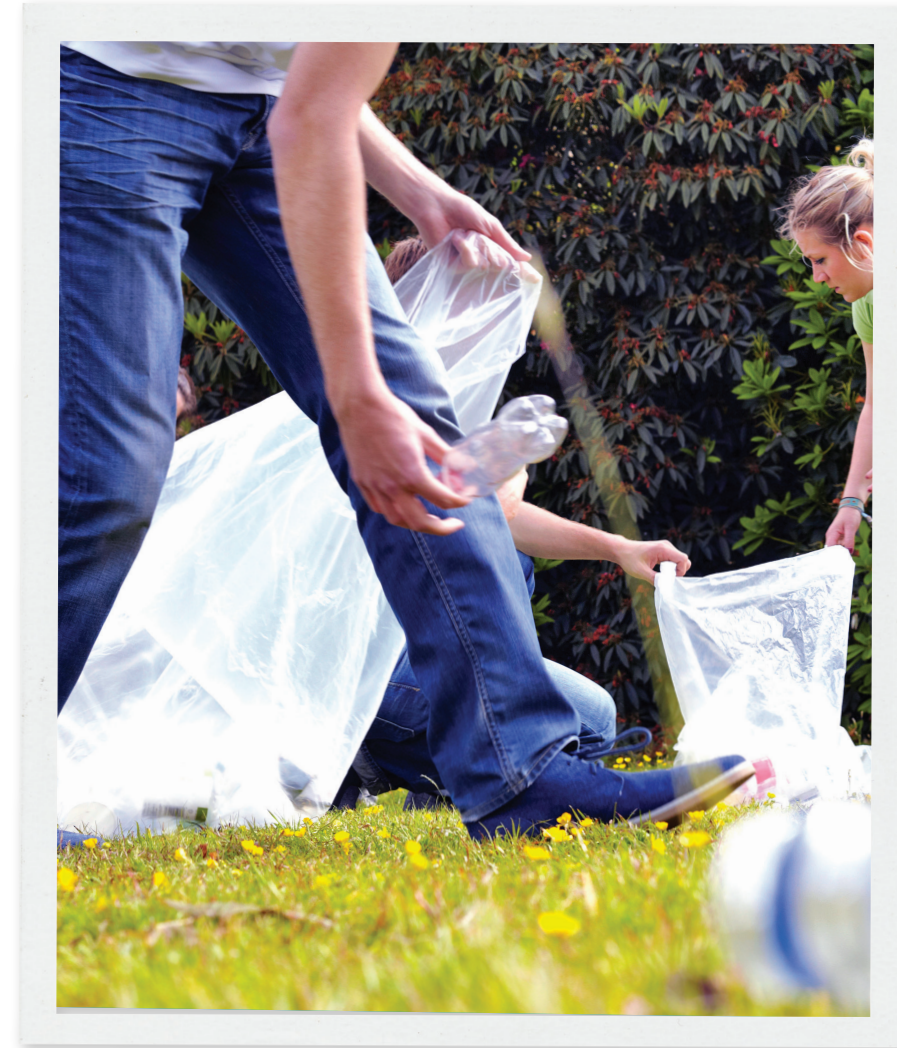
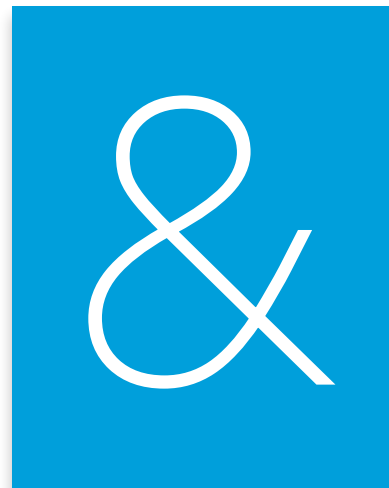
We pledge to take these steps and identify and promote other best practices that will close the national wage gap to ensure fundamental fairness for all workers.

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.

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.

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



\$400MM

commitment from AT&T Aspire — driving innovation in education



\$139MM

corporate, employee, foundation giving



383,389

employee group volunteer hours



Reaching out to communities that make us stronger

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:

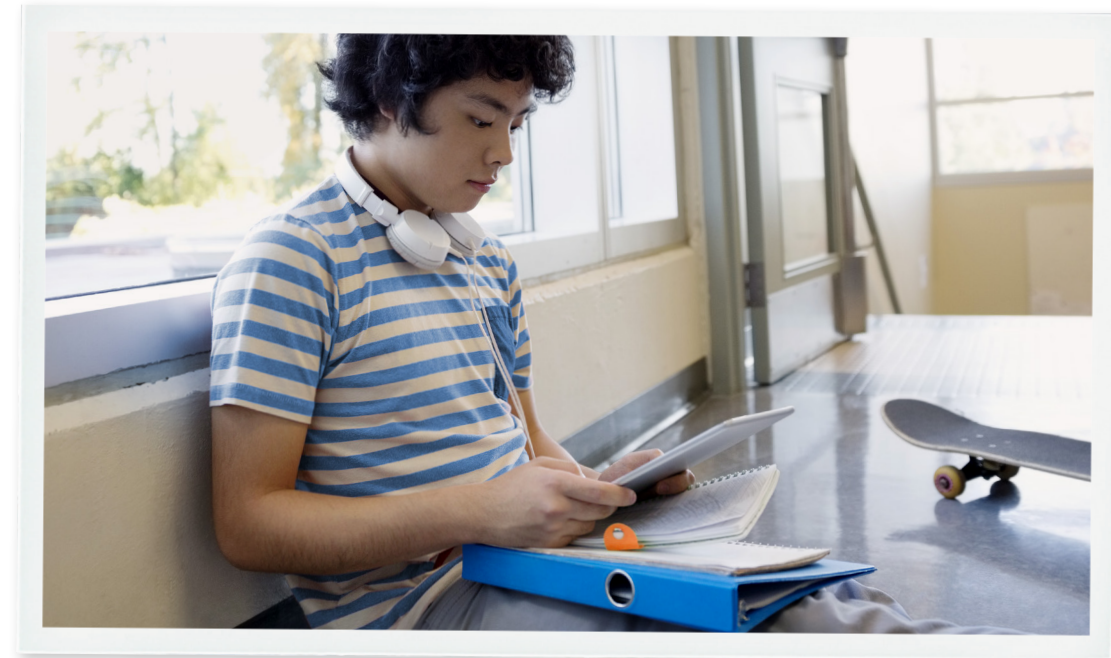
Partnered with the Native American Coding Boot Camp Foundation of the Sioux Falls Diversity Council to fund a gaming boot camp aimed specifically at Native American students in South Dakota.

Washington:

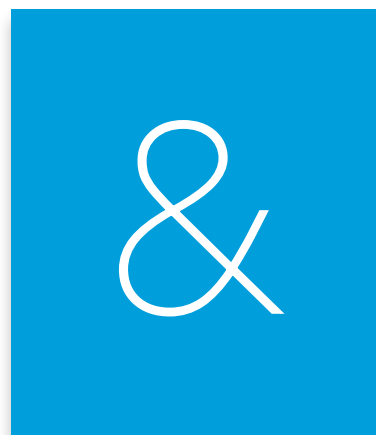
Served as a major sponsor at the Governor's 2016 Race and Equity Summit, which brought together 500 state and local government, nonprofit and business leaders to have an open dialogue and share best practices from around the country and state.

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.

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.



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

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



Visitors

112% of goal



Video views

2,220% of goal



Social shares

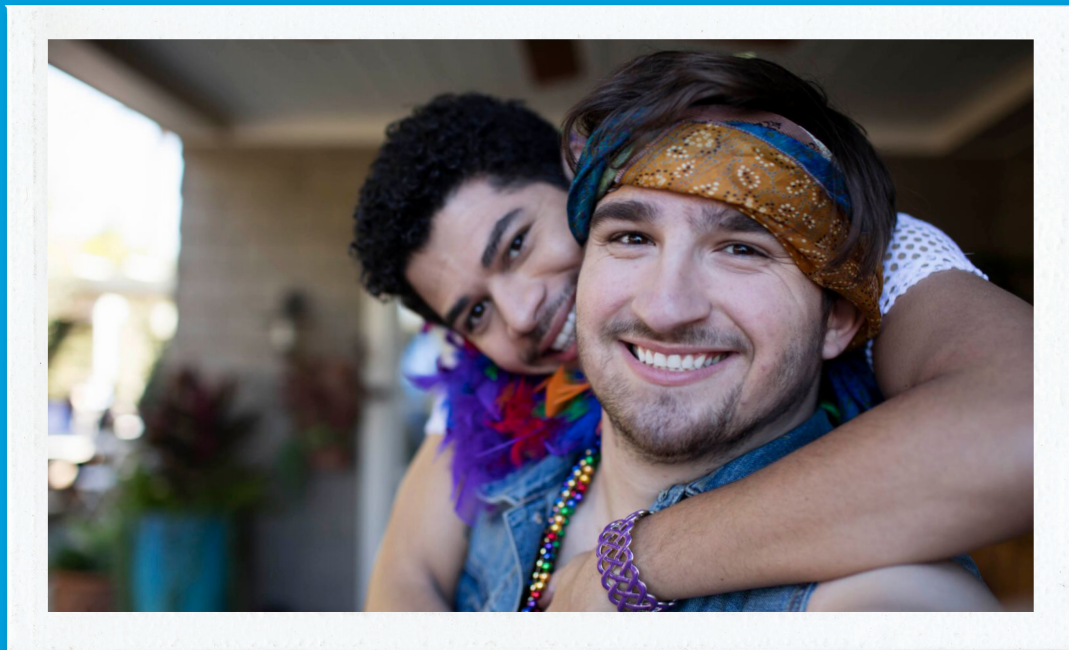
542% of goal



Earned media

139% of goal





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



Event
engagement

130% of goal



Social media
engagement

430% of goal



Microsite
engagement

110% of goal



Earned media
impressions

123% of goal

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

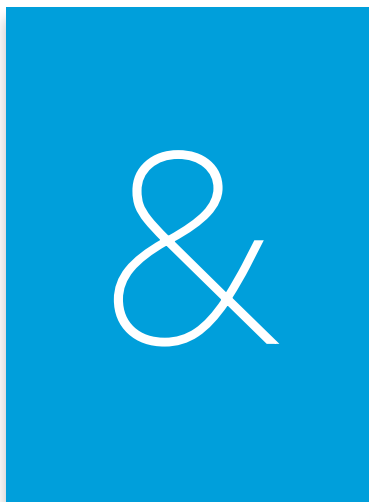
3.8 million



1:1 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.



650

participants in attendance



325

companies in attendance

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
(Alithia 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

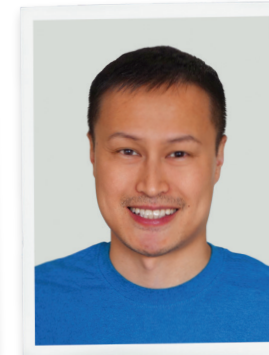
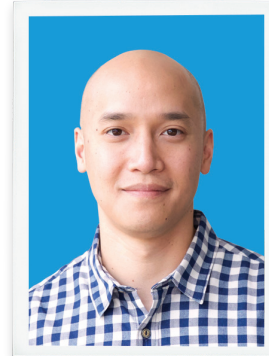
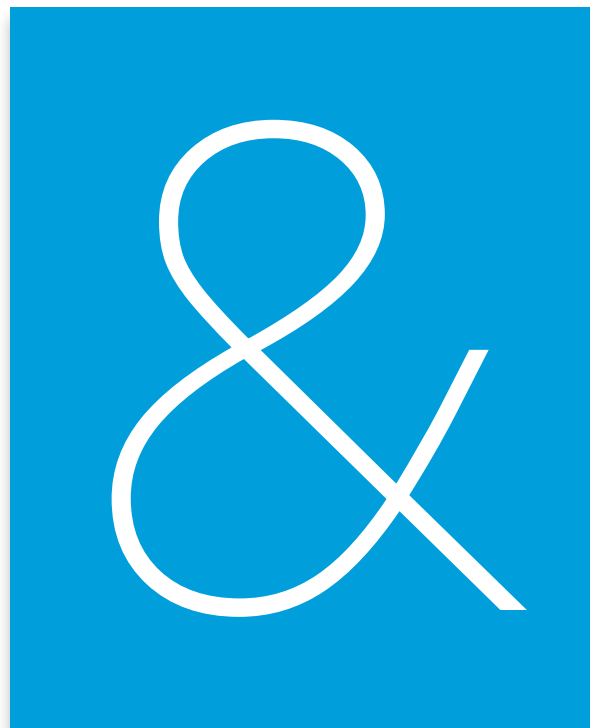
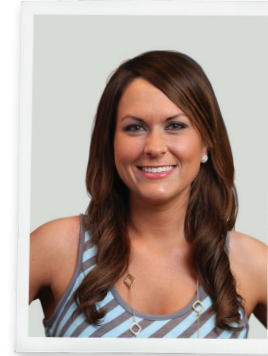
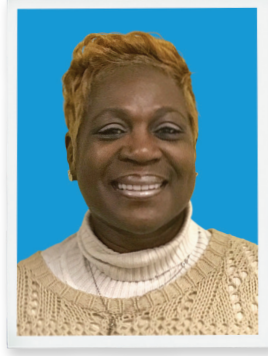
Women's Business Council Southwest

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

Organization

Award

2020 Women on Boards

Winning “W” Company

Affinity magazine

Top Corporations for LGBT Economic Empowerment

American Advertising Federation

Mosaic Award (Seeing Stars Campaign)

American Association of People with Disabilities

Connector Award

Asia Society

Best Employer for Promoting Asian Pacific Women/Diversity

Best of the Best Asian Pacific American
Employee Resource Groups

Distinguished Performance, Asian Pacific American
Employee Resource Groups

2016 Best Practices Company
– Diversity
– Market Opportunities
– Profit & Loss Leadership Development

Asian American Professional Association

Diversity & Achievement Award

Black Enterprise magazine

Best Companies for Diversity

Organization

Award

Black Equal Opportunity Employment (EOE) Journal

Best of the Best

- Top Diversity Employer
- LGBT-Friendly Company
- Disability-Friendly Employer
- Supplier Diversity Programs

DirectEmployers Association

Military Recruitment Marketing Award

Diversity in Action

Dedicated to STEM Diversity

Diversity Matters

Steps to Success

DiversityBusiness.com

Top 50 Corporations for Multicultural Business Opportunities

DiversityMBA

“50 Out Front,” Diverse & Women Managers

Best in Class Specialty Awards

- Recruitment
- Succession Planning
- Accountability
- Board Diversity

Organization

Award

DiversityInc

Top 50 Companies
 – Diversity (#4)
 – Supplier Diversity (#1)
 – LGBT Employees (#6)

Top 10 Companies
 – Employee Resource Groups (#1)
 – Mentoring (#4)
 – Recruitment and Retention (#1)
 – Veterans (#5)

Fortune

Great Place to Work®
 – Best Workplace for African-Americans
 – Best Workplace for Diversity

Great Place to Work (Mexico)

Best Place to Work for Women (International)

Greater Women's Business Council

TOP Corporation of the Year Awards

Hispanic Association on Corporate Responsibility

90% Score

Human Rights Campaign

Corporate Equality Index, 100% score (13th consecutive year)

Organization

Award

INROADS

Corporate Partner of the Year

LATINA Style magazine

Best 50 Companies for Latinas to Work (#3)
Top 15 Employee Resource Groups of the Year (HACEMOS)

Los Angeles Addy Awards (American Advertising Awards)

Branded Content, Integrated (Live Proud)

Military Times

Best for Vets Employer

Minority Engineer

Top 50 Employers

National Association for Female Executives

Top 50 Companies for Executive Women

National Business Inclusion Consortium

Best-of-the-Best Corporations for Inclusion

Pax Ellevate Management

Global Women's Index Fund

Professional Woman's Magazine

Top Disability-Friendly Companies
Top LGBT Friendly Companies
Top Supplier Diversity
Top Employer

STEM Jobs magazine

STEM Jobs Approved List

Organization

Award

STEM Workforce Diversity magazine

Top 50 Employers

U.S. Business Leadership Network

100% Disability Equality Index

Marketplace Innovator of the Year,
Disability Inclusive Marketing/Advertising Campaign

U.S. Hispanic Chamber of Commerce

Million Dollar Club

U.S. Veterans Magazine

Top 10 Veteran-Friendly Companies
Top Supplier Diversity Programs

Women's Business Enterprise National Council

Top Organizations for Women's Business Enterprises

Women's Business Enterprise

Hall of Fame

Working Mother Media

Diversity Best Practices

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 LGBTQA 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 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)



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



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



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



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



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

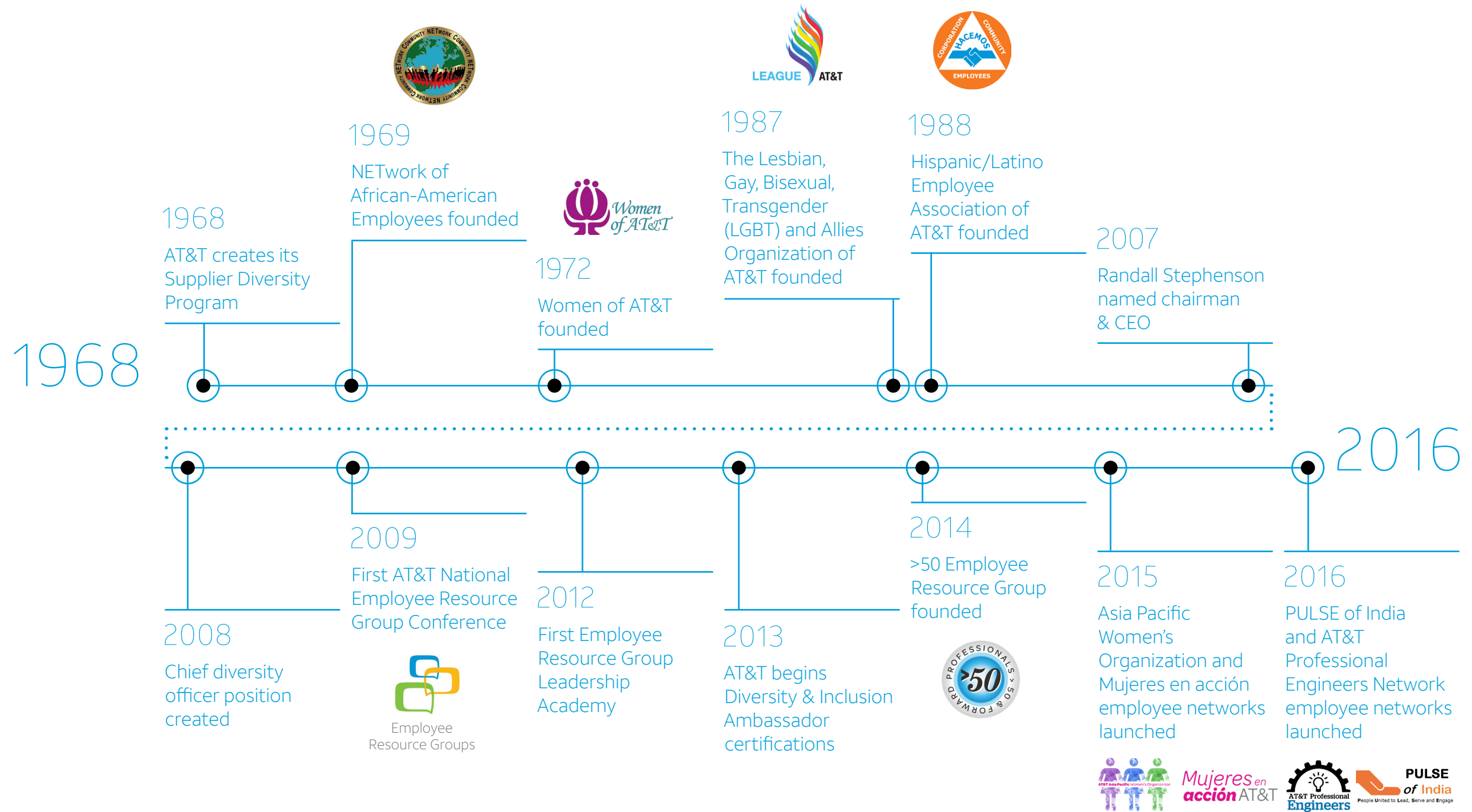
Mission:

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



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:

Sponsored Girls Who Code and Girls of Promise coding/STEM summits in partnership with Gov. Asa Hutchinson to expose young girls to STEM careers.

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 LIVE (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.

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