



***AT&T IS FULL OF DIMENSION – A RICHLY DIVERSE AND MULTIFACETED GROUP OF PEOPLE. WE ARE THOUSANDS OF INDIVIDUALS WHO REPRESENT A VARIETY OF BACKGROUNDS, GENDERS, RACES, RELIGIONS, SEXUAL ORIENTATIONS, NATIONALITIES, GENERATIONS AND EXPERIENCES.***

**WE EACH HAVE UNIQUE IDEAS AND HARNESS OUR TALENTS IN A MULTITUDE OF WAYS. BUT WE'RE ALSO ONE. DRAWING ON OUR DIVERSE PERSPECTIVES, SKILLS AND ABILITIES, WE ARE WORKING TOGETHER TO BUILD A MODERN TELECOMMUNICATIONS MEDIA & TECHNOLOGY COMPANY THAT INSPIRES HUMAN PROGRESS THROUGH THE POWER OF COMMUNICATION AND ENTERTAINMENT.**

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## A Message From Our Chairman and CEO



For a company to be its best, it needs strong, engaged talent at every level. And that requires a workforce, leadership team and board of directors as diverse and inclusive as the customers and communities it serves.

We take this very seriously at AT&T. We know that a diversity of perspectives, experiences and backgrounds is an incredibly powerful way to unlock new ideas and better understand the needs of others.

That's why we work so hard to recruit, develop and listen to diverse talent. Today, our workforce is nearly 44 percent people of color and 33 percent women. And our employee resource groups and employee networks are among the most engaged and effective anywhere.

We're proud that our diversity and inclusion efforts have been recognized. *DiversityInc* ranked us third on its Top 50 Companies for Diversity list in 2017 and 2018. Last year, *Fortune* and the Great Place to Work® organization together named us one of the Best Workplaces for Diversity. And we also were named to Bloomberg's Gender-Equality Index.

While there is always more we can do, we are committed more than ever to being one of the leaders in diversity and inclusion. This annual report captures the results of our efforts. Thank you for reviewing it.

A handwritten signature in black ink that reads "Randall Stephenson".

RANDALL STEPHENSON  
CHAIRMAN & CHIEF EXECUTIVE OFFICER



## A Message From Our Chief Diversity Officer



Welcome to our milestone fifth AT&T Diversity & Inclusion Annual Report!

This edition highlights our many 2018 accomplishments, and more importantly, how diversity and inclusion are woven into our everyday life across AT&T.

You see it everywhere – informally through our programs that invite employees to share their diverse backgrounds with each other, formally through our many partnerships to encourage underserved students into STEM careers, and continuously through our best-in-class employee groups as they serve our workforce and communities.

Our diverse and inclusive culture grows stronger each year because we embrace new ideas, encourage innovation, challenge assumptions and disrupt the status quo.

Now, more than ever – as a company and as a society – we must forge a path beyond tolerance to understanding and realize all that we can accomplish by respecting one another and working together.

I hope you agree with me that this annual report captures such spirit and teamwork.

A handwritten signature in black ink, reading "Corey Anthony", positioned below the main text block.

COREY ANTHONY  
SENIOR VICE PRESIDENT, HUMAN RESOURCES  
& CHIEF DIVERSITY OFFICER



# CREATING AN INCLUSIVE WORKPLACE FOR ALL

## Great Place to Work

It's always great to be recognized, but when that award reflects the honest, unfiltered opinion of your own employees, it feels extra special.



In 2018, Great Place to Work® named AT&T one of the Best Workplaces for Diversity. The award is determined by analyzing the experiences of women, people of color, LGBTQ+ people, employees who are boomers or older and people who have disabilities. This award not only acknowledges how diverse our workforce and management team are, but also takes into consideration the experiences employees themselves report in an anonymous Trust Index® survey. Our employees' responses were compared to those of over 4.4 million U.S. employees who responded to the survey, which asked them questions about the trust, pride and camaraderie they experience in their workplace.



AT&T is serious about diversity and inclusion – it is unlike anything I hear from any of my friends about their companies. AT&T cares about it not from a check-the-box perception but it truly feels that it is not only the right thing to do, but it is a competitive advantage. The outside world does not get to truly see the level of care that AT&T has for its people, which is the most important ingredient of a great place to work.

–AT&T EMPLOYEE

In addition to these survey results, Great Place to Work analyzes the company's culture by evaluating how well leaders and employees live out the company's values. Our goal is to ensure our values are experienced consistently by employees of all races, genders, ages, abilities, sexual orientations and nationalities. Programs that reflect this include our expanded parental leave policy and the "Your Community Day" managers can use to donate time to a charitable organization that has special meaning for them.

## DiversityInc

AT&T was proud to be named to the *DiversityInc* Top 50 Companies for Diversity list for the 18th consecutive year in 2018.

Participation in this list increases every year as new companies gain strength and others work to keep up with quickly evolving best practices. In 2018, more than 1,800 companies participated. AT&T is thrilled that out of those 1,800 companies, we were ranked No. 3 on the list.



To be considered for the *DiversityInc* Top 50 list, a company must score above average in four key areas of diversity management: talent pipeline, talent development, leadership accountability and supplier diversity. The *DiversityInc* Top 50 list is derived exclusively from corporate survey submissions, and companies are evaluated within the context of their own industries.



In my 16 years of analyzing human capital data and reporting on talent development best practices, I've seen few companies consistently demonstrate AT&T's level of commitment to equitably developing women and people of color at all levels of the organization. It starts at the top for AT&T. Chairman and CEO Randall Stephenson's commitment to diversity and inclusion is intentional and transparent. He holds himself accountable by chairing the executive diversity council and regularly addressing the company's employee resource groups. Chief Diversity Officer Corey Anthony and his team strategically use analytics to ensure AT&T outperforms the competition in recruiting, developing and retaining the best talent.

–CAROLYNN JOHNSON, COO, *DiversityInc*

## CREATING AN INCLUSIVE WORKPLACE FOR ALL (CONT.)

### People With Disabilities

In October, AT&T named Suzanne Montgomery the new Chief Accessibility Officer. In this position, she works closely with AT&T's Corporate Accessibility Technology Office (CATO) to ensure our products and solutions are accessible to people with disabilities.

"Research shows that more than half of us have some sort of accessibility need," Suzanne notes. "So, it makes good business sense to focus on accessibility solutions. But more importantly, it fills a crucial need and exposes the special skills and unique talents found within diverse communities. Beyond that, it's just the right thing to do."

CATO REVIEWED OVER

**5,760**

PROJECTS IN 2018

For AT&T, CATO reviews project accessibility for people with disabilities, supports AT&T's strategy to provide an effortless customer experience and fosters our mission to inspire human progress through the power of communication and entertainment.

With our new internal Accessibility & Inclusion Council, AT&T has identified 12 areas where we want to increase accessibility and accommodation for our employees with disabilities. Areas addressed include:

- Career advancement tools
- Corporate software changes
- Employee benefits for durable medical equipment
- Job accommodations process
- Live and online meeting participation
- Emergency evacuation procedures
- Self-identification as a person with a disability



#### NATIONAL ORGANIZATION ON DISABILITY (NOD)

AT&T is proud to be recognized as a National Organization on Disability (NOD) Leading Disability Employer for 2018. With this award, NOD honors companies that lead the way in building an inclusive workforce and exhibit exemplary employment practices for people with disabilities.



**1 / EMPLOYEES**



# ALL INDIVIDUAL

AT&T is proud of the many diverse and unique individuals who make up our workforce.

Through programming that encourages our company's accessible, inclusive culture, we ensure that each of our employees is valued and everyone works together as part of the team.

# EVERYONE'S INVITED

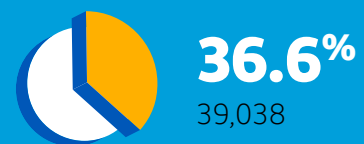
## Workforce Demographics

It makes a difference when a company is genuinely inclusive. Where everyone is valued regardless of gender, race, age, ability or sexual orientation. We are successful globally because we are inclusive locally. No matter where you go in the world, you will find that our talented workforce is diverse and committed.

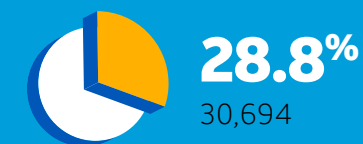
Our long-term investment in the success of people of all races and genders is also reflected in the diversity of our management team, which is nearly 37 percent female, and over 38 percent people of color. Our management team is also heterogeneous when it comes to age. Top-level managers at AT&T are traditionalists and boomers as well as members of Generations X, Y and Z.

## U.S. Employees<sup>1</sup>

### FEMALE MANAGEMENT



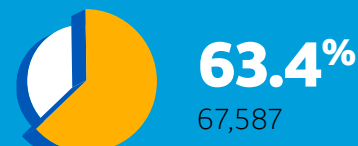
### FEMALE FRONT LINE



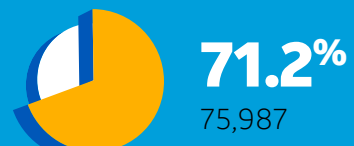
### FEMALE TOTAL



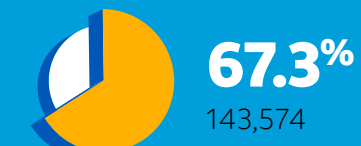
### MALE MANAGEMENT



### MALE FRONT LINE

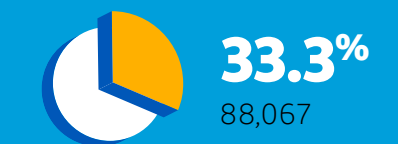


### MALE TOTAL

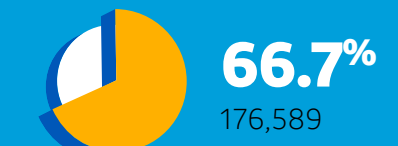


## Global Employees<sup>2</sup>

### FEMALE TOTAL



### MALE TOTAL



## U.S. Employees<sup>3</sup>

	WHITE	BLACK	HISPANIC/ LATINO	ASIAN & PACIFIC ISLANDER	NATIVE AMERICAN	TWO RACES OR MORE	TOTAL PERSONS OF COLOR
<b>MANAGEMENT</b>	<b>61.7%</b> 65,134	<b>13.6%</b> 14,342	<b>11.8%</b> 12,490	<b>10.7%</b> 11,326	<b>0.5%</b> 487	<b>1.7%</b> 1,795	<b>38.3%</b> 40,440
<b>FRONT LINE</b>	<b>50.6%</b> 53,116	<b>23.0%</b> 24,099	<b>18.9%</b> 19,815	<b>3.9%</b> 4,128	<b>0.8%</b> 828	<b>2.8%</b> 2,922	<b>49.4%</b> 51,792
<b>TOTAL</b>	<b>56.2%</b> 118,250	<b>18.3%</b> 38,441	<b>15.4%</b> 32,305	<b>7.3%</b> 15,454	<b>0.6%</b> 1,315	<b>2.2%</b> 4,717	<b>43.8%</b> 92,232

<sup>1</sup>Combined workforce excluding HBO Latin America as of 12/31/18.

<sup>2</sup>Excludes DTV Latin America, Warner Bros. International and HBO Latin America.

<sup>3</sup>Excludes employees whose race is unknown or undeclared.

# AT&T DIVERSITY

## Global

We are on a mission to build inclusive workplaces for AT&T employees around the globe. As we grow our markets in Europe and Latin America, we are increasing the diversity of people, ideas and beliefs that make up our international workforce, and diversifying the ways in which our international employees give back to their communities.



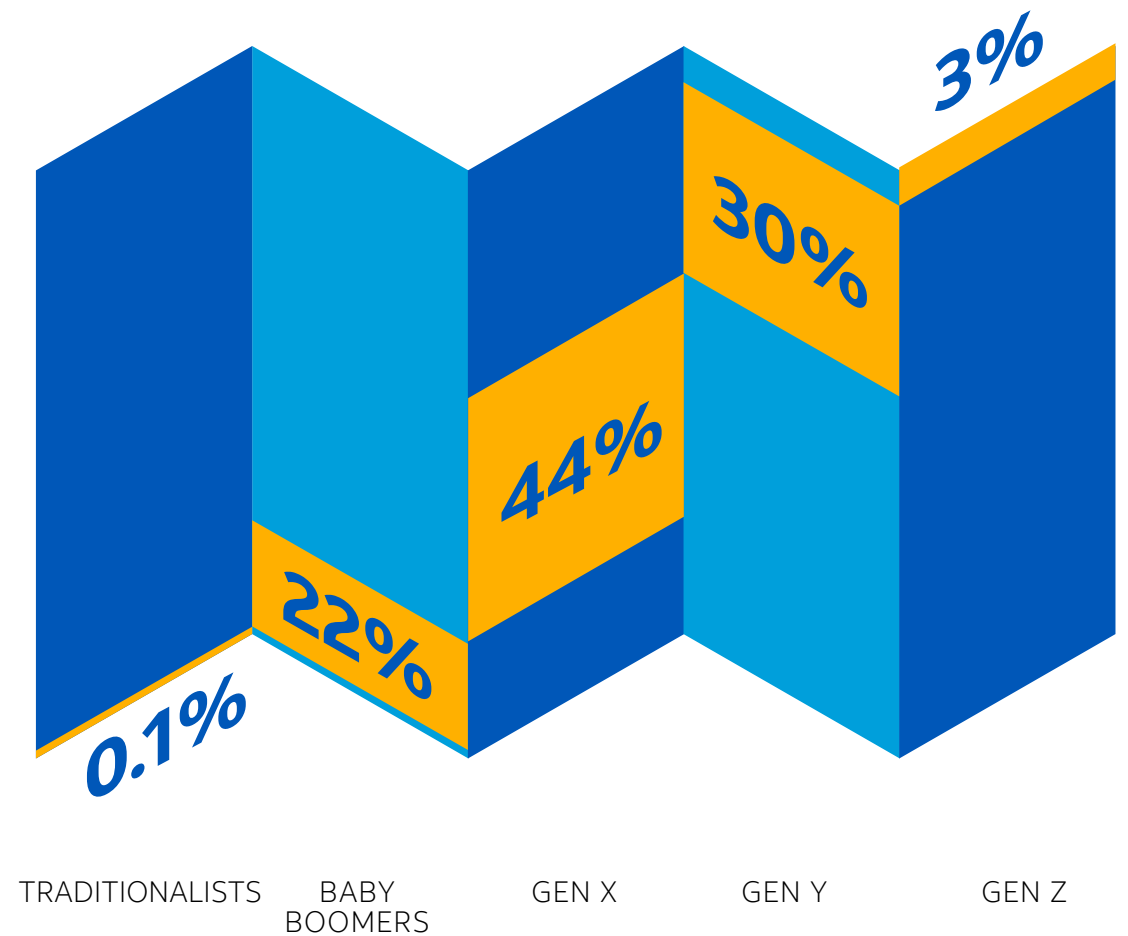
## National\*

### IN OUR UNITED STATES WORKFORCE:

**13,400+**  
ARE VETERANS

**4,300+**  
ARE INDIVIDUALS WITH DISABILITIES

**2,000+**  
ARE LGBTQ+ INDIVIDUALS

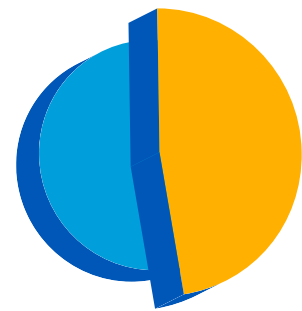


\*Does not include WarnerMedia and Xandr.

# CULTIVATING OUR DIVERSITY IN LATIN AMERICA

AT&T Latin America provides wireless services in Mexico through AT&T Mexico, and pay TV services in Latin America through Vrio. At the end of 2018, AT&T Mexico had 18.3 million subscribers. Vrio, the holding company for DIRECTV Latin America and SKY Brasil, operates in 11 countries, serving 13.8 million subscribers.

Creating an environment of inclusion in which a diverse group of talented individuals can achieve its full potential is hard work; yet, we pursue it with vigor – working across cultures, geographies and languages to create something stronger together.



## WORKFORCE

# 47.6%

FEMALE

## RECOGNITION



Inclusion is the right thing to do for our people and our business. Colleagues choose to come to AT&T because of our reputation as a welcoming workplace for all. They stay because they feel free to bring their whole selves to work. And we all win, because we're more engaged, more productive and more creative as a diverse team.

—LORI LEE  
CEO – AT&T Latin America  
& Global Marketing Officer, AT&T Inc.





## Latin America

**Vrio.**

VRIO, the holding company for DIRECTV in Latin America and SKY in Brazil, operates in 11 countries, serving nearly 13.8 million customers across the region. This diversity is powerful, and when harnessed effectively it can open our minds to unique ways of solving challenges.

In 2018, we expanded the footprint of our Mujeres LATAM initiative, and focused on supporting and accelerating the professional development of women through education, exposure and experience opportunities. We launched six mentoring circles across 11 countries with 71 mentees. On International Women’s Day in 2019, Vrio Corp. CEO Melissa Arnoldi sent a video greeting recognizing the important role of women in society and in our company, urging them to continue developing. In addition, women in each country were recognized with celebrations aligned to their traditions.

Great Place to Work® recognized DIRECTV Latin America’s corporate social responsibility program, Generación DIRECTV, with the “Better for the World” award as part of its 2018 edition of “Best Places to Work in Latin America.” This award recognizes organizations that excel in engaging employees to give back to their community through corporate social responsibility efforts.

### WORKFORCE

**11,279**

EMPLOYEES

**48%**

ARE WOMEN

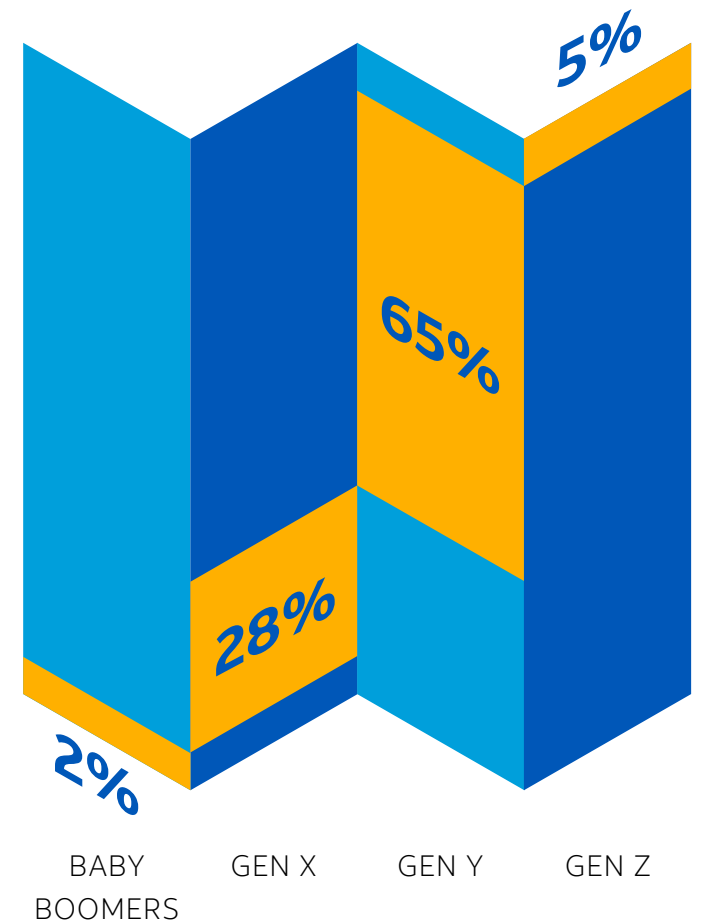
**38%**

OF LEADERSHIP POSITIONS HELD BY WOMEN

### LATIN AMERICA RECOGNITION

Recognized by the Great Place to Work organization in 2018 as:

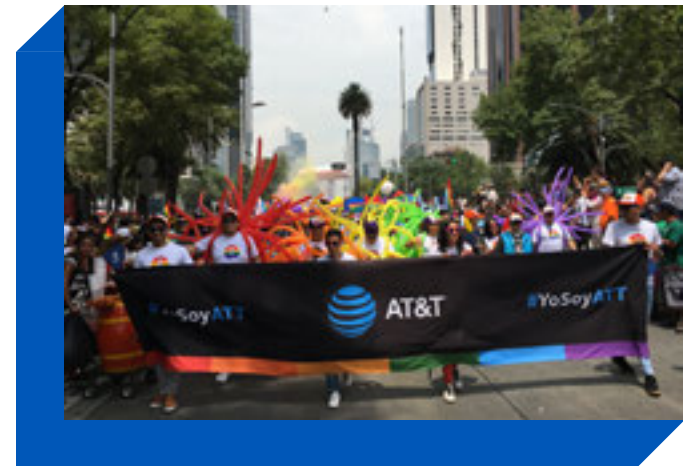
- 25 Best Work Places in Latin America, Ranked No. 16
- “Better for the World”: Special Recognition in Latin America
- Best Place to Work in Uruguay, Ranked No. 3
- “Diversity Award”: Special Recognition, Uruguay
- Best Place to Work in Ecuador, Ranked No. 4
- Best Place to Work in Argentina, Ranked No. 8
- Best Place to Work in Peru, Ranked No. 11
- Best Place to Work in Colombia, Ranked No. 14
- Best Place to Work in Colombia TLC, Ranked No. 19
- Best Place to Work in Chile, Ranked No. 19



# AT&T MEXICO

## Juntos Construimos Nuestra Cultura Diversa e Incluyente

There's a reason AT&T ranks among the top 5 Great Places to Work in Mexico, and the top workplace for millennials. It's because at AT&T Mexico, we recognize the importance of a balanced life, and we seek to create a positive work environment that promotes leadership, diversity and innovation. Our people are fundamental to our success in everything we do, so we have five employee networks that reflect the different dimensions of AT&T México.



Last June, over 250 AT&T Mexico employees marched in the Pride Parade with AT&T Alianza LGBT. We also spread the love at our stores, where colorful LGBTQ+ flags were hoisted and displayed at 120 locations.

### WORKFORCE

**20,790**

EMPLOYEES

**38%**

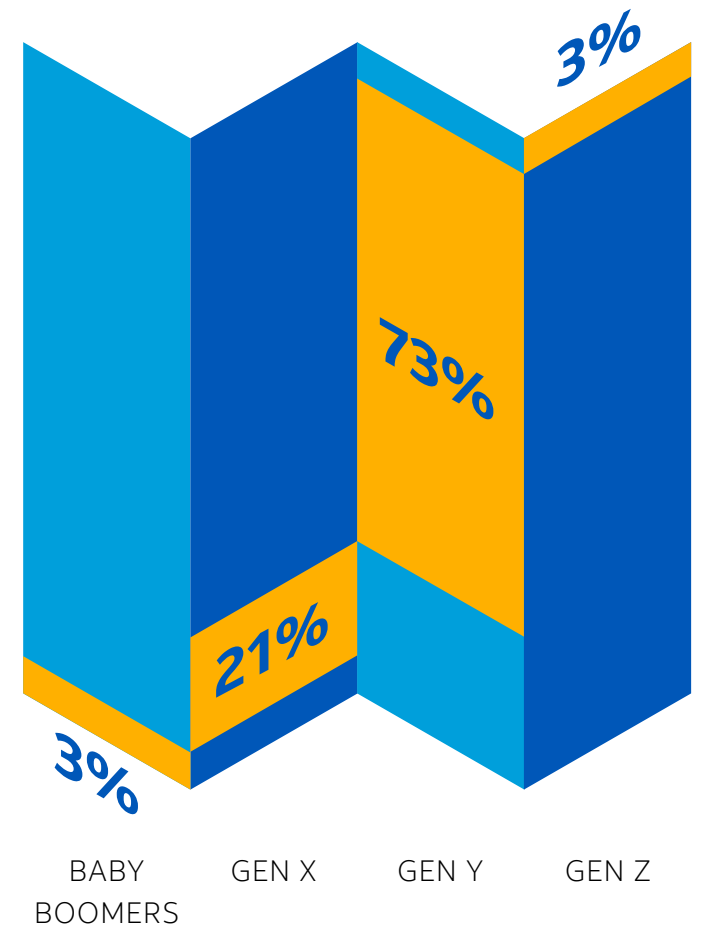
ARE WOMEN

**35%**

OF LEADERSHIP POSITIONS HELD BY WOMEN

### MEXICO RECOGNITION

- Multiple Great Place to Work accolades, including:
  - Top 5 Great Place to Work
  - Top 1 Millennials
  - Top 2 TI & Telecom
  - Top 2 Diversity & Inclusion
- Distintivo Empresa Incluyente – Inclusive Company Empresa Socialmente Responsable
- Empresa Familiarmente Responsable
- Equidad MX – LGBT inclusive
- Par Aequales – Gender equality



## AT&T MEXICO (CONT.)

In December, we supported our employees with disabilities when over 5,500 employees participated in AT&T Includyendote's "Disability Week." Members of the chorus from a school for people with disabilities brought cheerful holiday music to our workplace. And 150 employees participated in a Mexican sign language workshop.



In 2018, AT&T Mexico also launched "Sharing Experiences," a new AT&T Diversidad Generacional program that recruits retired seniors who want to share their knowledge and wisdom with our employees.

We also worked together to care for our planet. Through AT&T Verde programs, we cleaned up beaches and parks and organized reforestation workshops across Mexico for the third consecutive year.

### OUR EMPLOYEES

# 250+

EMPLOYEES MARCHED IN THE PRIDE PARADE

# 120

LOCATIONS WHERE COLORFUL LGBTQ+ FLAGS WERE HOISTED

# 5,500

EMPLOYEES PARTICIPATED IN "DISABILITY WEEK"

# 150

EMPLOYEES PARTICIPATED IN A MEXICAN SIGN LANGUAGE WORKSHOP

AT&T Alianza  
**LGBT**

AT&T Agente  
**de cambio**

AT&T DIVERSIDAD  
**GENERACIONAL**

AT&T  
**IncludyendoTE**

AT&T MUJERES  
**en ACCIÓN**

AT&T  
**verde**

# AT&T CZECH REPUBLIC AND SLOVAKIA



As one of AT&T Communications' international engagement zones, B!Zone aims to create an environment of sharing, collaboration and innovation for employees in the Czech Republic and Slovakia.

Throughout 2018, the employee networks and the AT&T Central European Community (ACEC) volunteers in these two countries worked to increase employee satisfaction and workplace inclusion. They did this by presenting employees with professional development and cultural sharing events and dozens of fundraising and volunteering opportunities for organizations and charities serving children in need, the homeless, people with disabilities, and the environment.

In Brno, our workforce is truly multicultural with employees representing 67 nationalities. To encourage effective communication and increase cultural awareness, the ACEC organized diversity and inclusion events focused on India and Ghana, educating participants on the culture, business habits and communication styles for these countries. They also delivered a workshop for supervisors in June 2018, training them on the top eight nationalities in the Brno office to increase their understanding of their multicultural teams and help them drive better communication and collaboration.

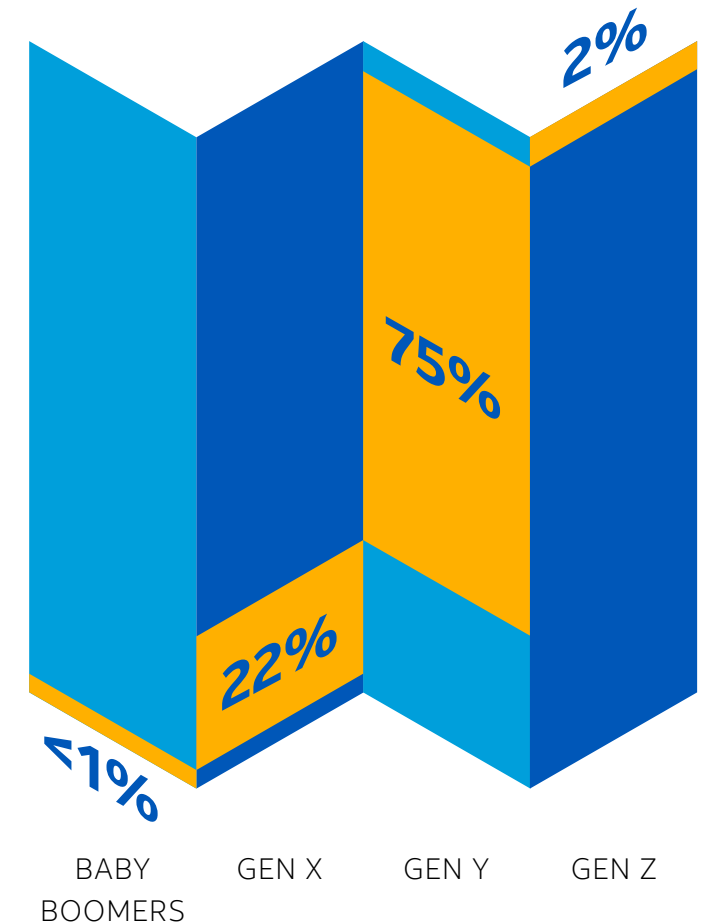


## WORKFORCE

**4,987**  
EMPLOYEES

**32%**  
ARE WOMEN

**25%**  
OF LEADERSHIP POSITIONS  
HELD BY WOMEN





## AT&T SLOVAKIA AND CZECH REPUBLIC (CONT.)

Through the Aspire Mentoring Academy, employees in Slovakia and the Czech Republic encouraged tomorrow's workforce by opening their doors and volunteering hundreds of hours to host several job shadowing days, networking sessions and hackathons for students, with a focus on demonstrating the opportunities for women in technical fields.

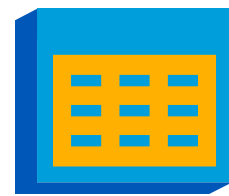
On Girls Day 2018, young women were given tours of our AT&T offices and invited to participate in roundtable discussions with female employees. In those sessions, young women at a pivotal point in their lives had the opportunity to discuss personal, professional and career choices in an encouraging and supportive environment.

Truly, our AT&T employees in the Czech Republic and Slovakia are all in for diversity and inclusion!



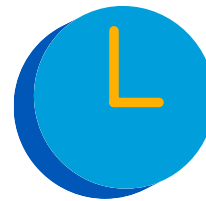
# 3,800

EMPLOYEE NETWORK MEMBERS



# ~100

EVENTS ORGANIZED



# 2,500+

VOLUNTEER HOURS

### 2018 INITIATIVES

- The Business Professionals Employees Network (BPEN) organized 25 practitioner series sessions in Bratislava, Košice and Brno covering cybersecurity, project management, advanced communications, agile methodology and other professional development topics.
- Helping Hands volunteers in Slovakia participated in garbage separation, old batteries collection and other green activities, along with charitable works including collecting back-to-school items and Christmas presents for children, and clothes and toiletries for shelter houses.
- To connect AT&T working parents and help them balance their work and personal lives, Parents @ Work held yard sales of children's clothes and toys in Brno, Bratislava and Košice and parent education sessions on Enhancing Your Child's Self-Esteem and Maternity & Parental Leave Guidance. They also organized Bring Your Kids to Work days, ice skating and skiing outings, and a kite festival.
- The AT&T EMEA Women's Network (AEWN) hosted Girls Day 2018 at 12 AT&T European locations, including Brno, welcoming nearly 200 girls to learn the advantages of an education and career in STEM-related fields.



# AT&T INDIA

For the more than 3,000 employees in AT&T Communications’ international engagement zone in India, a driving force for diversity and inclusion is the PULSE of India employee network.

AT&T India’s workplace policies and hiring practices demonstrate the company’s commitment to building a diverse workforce and creating an inclusive, empowering culture for all. PULSE of India has focused on reflecting that same commitment by engaging employees in community service.

In 2014, five AT&T employees had an idea: They wanted to unite AT&T India employees and encourage them to lead through service and engagement. That idea led to the formation of PULSE of India – People United to Lead, Serve and Engage. Just four years later, PULSE of India has grown into a pan-India employee group of 769 volunteers with four primary chapters in Bangalore, Chennai, Hyderabad and the National Capital Region (NCR).

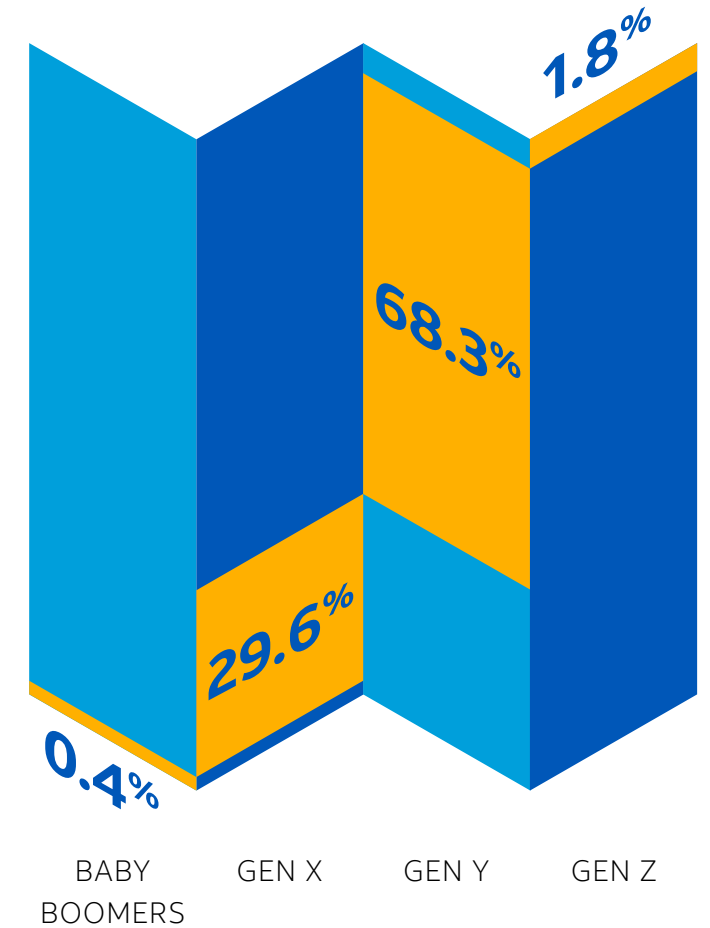


## WORKFORCE

**3,025**  
EMPLOYEES

**13%**  
ARE WOMEN

**7%**  
OF LEADERSHIP POSITIONS  
HELD BY WOMEN



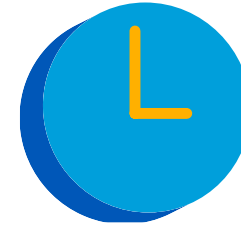
## AT&T INDIA (CONT.)

In 2018, PULSE of India volunteers from several AT&T teams in India continued working across their four pillars of Children & Education, Women & Health, Old Age, and the Environment. They impacted 6,500 lives by contributing over 4,800 volunteer hours to numerous initiatives showing AT&T's support for our communities, including:

- Donating benches to underprivileged schools in Telangana state in Hyderabad through the Save School program.
- Training economically disadvantaged women on digital literacy and women's health in Bangalore.
- Hosting an Aspire mentoring event with visiting AT&T executives in Bangalore.
- Volunteering throughout the year at the Karunashraya hospice in Bangalore.
- Collecting school supplies for Youth for Seva (YFS) to distribute to underprivileged children in Bangalore and Hyderabad.
- Assisting at the Little Drops old age home for the intellectually disabled in Chennai.
- Donating supplies for a mobile library to Sri Sathya Sai Vidya Vahini (SSVV) in Bangalore.
- Holding a weekend of service at the Adivasi hospital in a remote village outside Bangalore.
- Visiting a school in rural Keshampet outside Hyderabad to motivate the children to continue their education and combat school dropouts.
- Assisting blind citizens in Chennai with their election registration and voting.
- Holding a Workshop for Girls at a juvenile home in Hyderabad to motivate young women to achieve their aspirations and build independent lives by focusing on their education.
- Conducting a collection drive in Bangalore for Kerala Flood Relief and delivering donated items to affected areas in Alappuzha and Wayanad.
- Hosting an International Women's Day event in NCR with a keynote from Bindumalini Krishnan, co-founder of the ShikshaDaan education foundation.
- Planting trees at Kotturpuram Tree Park and Sholinganullar Lake in Chennai, Sikandarpur Bundh in NCR, and the Vabasandra village and Vimochama women's shelter near Kolar in Bangalore.

Additionally, PULSE of India coordinated charitable donations of \$14,000 via AT&T Cares and Foundation grants. Making their mark globally, PULSE of India members attended AT&T's 2018 National ERG Conference in Dallas and exhibited a booth at the conference expo.

Closer to home, AT&T India was honored when PULSE of India received the "Employee Volunteer Champion" award at the first Corporate Volunteering Conclave in Bengaluru, a national symposium highlighting the best practices of corporate employee engagement.



# 4,837

HOURS OF SERVICE



# 6,500

LIVES IMPACTED



# \$14,000

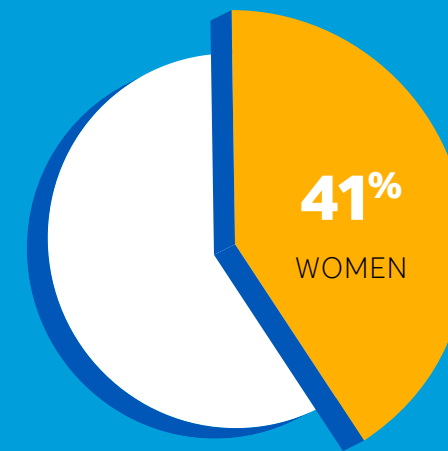
DONATED

# RECRUITING AND OUTREACH

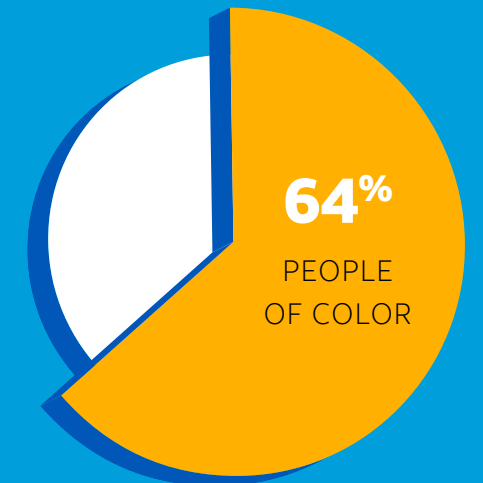
At AT&T, we make it a priority to attract, retain and develop talented people from a wide range of backgrounds.

In 2018, we recruited at job fairs and colleges, partnered with HCBUs and HSIIs, sponsored conferences and events, took part in benchmarking studies and surveys, participated in webinars and workshops, and supported initiatives and organizations committed to the employment, development and advancement of diverse communities. Why? To provide an equal opportunity for all people and to ensure everyone knows AT&T is a company where qualified people who share our values can grow and thrive.

## 2018 Applicants\*

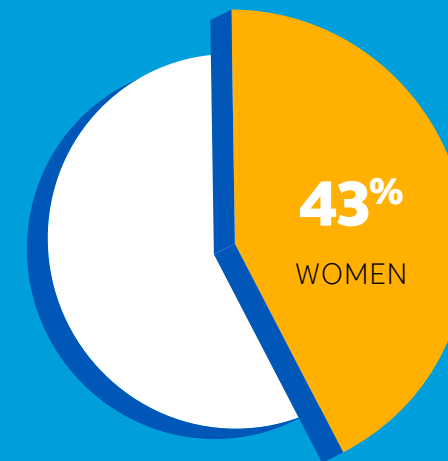


(401,994 APPLICANTS)

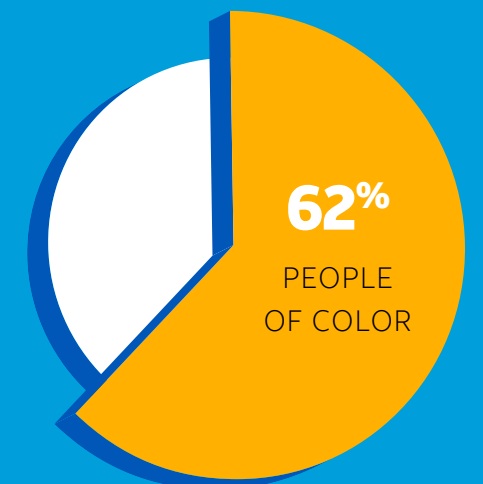


(629,843 APPLICANTS)

## 2018 Hires\*



(8,281 HIRES)



(11,894 HIRES)

\*Excludes WarnerMedia and Xandr.

# AT&T DIVERSITY & INCLUSION PARTNERSHIPS

## General Diversity

- 21st Century Leaders – Turner Media Youth Institute (Turner)
- Consumer Technology Association (Turner)
- Council of Urban Professionals [CUPSA] (HBO)
- Creative Diversity Network & Media Trust (UK) (Turner)
- Cristo Rey (AT&T, Turner)
- Dad's Garage Theatre – Diversity & Inclusion Program (Turner)
- Digital Diversity Network (HBO)
- *DiversityInc*
- Diversity Best Practices
- *Diversity MBA*
- Diversity Week – WICT & NAMIC (Turner)
- Door of Clubs
- Emma Bowen Foundation (HBO, Turner, Warner Bros.)
- Evolve Entertainment Fund (Warner Bros.)
- HackerX
- Junior Achievement (Turner)
- Management Leadership for Tomorrow [MLT] (AT&T, HBO)
- National Action Council for Minorities in Engineering [NACME]
- National Association of Multi-Ethnicity in Communications [NAMIC] (HBO, Turner)
- National Center for Civil and Human Rights (Turner)
- National Diversity Council/Texas Diversity Council/Tri-State Diversity Council
- NOVAC [New Orleans Video Access Center] (HBO, Turner, Warner Bros.)
- Online News Association [ONA] (Turner)
- Posse Foundation (Turner)
- Prep for Prep (Turner)
- Riordan Programs Alumni Association LA Diversity Network (Warner Bros.)
- RSA Conference
- South by Southwest [SXSW] (Turner)
- STEM Advantage Program (Warner Bros.)
- Sundance Episodic Lab (Turner)
- Technology Association of Georgia [TAG] (Turner)
- T. Howard Foundation (HBO, Turner)
- WayUp
- Year Up (Warner Bros.)

### MANAGEMENT LEADERSHIP FOR TOMORROW (MLT)

In October, HBO hosted Management Leadership for Tomorrow (MLT) in Los Angeles to equip African Americans, Latinos and Native Americans with the skills, coaching and connections they need to lead organizations and communities worldwide. HBO hosted 55 (MLT) Fellows as part of a full-day immersion in which current and recent minority undergraduates visited The Walt Disney Company, NBC Universal, HBO, YouTube and CAA for a comprehensive overview of media and entertainment.



## AT&T DIVERSITY & INCLUSION PARTNERSHIPS (CONT.)



**AISES NATIONAL**  
@AISES



Thank you @att for sponsoring the selfie booth at #AISESNC18 #AISESNC #AISESout



### Asian and Pacific Islander

- ASCEND National Conference
- Asian American Business Development Center
- Asia Society
- Association of Asian Journalists (AAJA) (Turner)
- CAPE (Warner Bros.)
- National Federation of Filipino Americans
- National Queer Asian Pacific Islanders Association
- Organization of Chinese Americans [OCA]

### Native American

- American Indian Science and Engineering Society [AISES] National Conference
- LA Skins Fest (Turner)
- Native Edge



**MOHAMMED S. FARSHORI**  
@FARSHORIS



Proud moment! AT&T was recognized last night by the Asia Society @ASDiversity for its strong commitment to Asian Pacific American Community, Retention, Sponsorship, Best of the Best APA ERGs and promoting Asian Pacific American Women. #ATTImpact @EVM4ALL @shrlysnz #Diversity



## AT&T DIVERSITY & INCLUSION PARTNERSHIPS (CONT.)

### Black

- ADCOLOR/The One Club (Turner)
- Alvin Ailey Dance Foundation (Turner)
- Atlanta University Center Consortium (AUCC) Fair (Turner, Warner Bros.)
- BEYA [Becoming Everything You Are] STEM Conference
- The Black College Expo (Warner Bros.)
- *BLACK ENTERPRISE*
  - Black Men Xcel
  - TechConnxt
  - Women of Power Summit
- Black Girls Code (Turner)
- Black Women Animate (Turner)
- Carrie Pitts Steele Home (Turner)
- Columbia Black Business Student Association (HBO)
- Corporate Counsel Men of Color
- Entertainment Industry College Outreach Program (EICOP) (Turner, Warner Bros.)
- Executive Leadership Council (AT&T, HBO, Turner)
- HBCU "Real Talk" Series (Turner)
- ICON Talks: Black Male Excellence in Entertainment (Warner Bros.)
- INROADS



WOC STEM 2018  
Technology All Stars & Rising Stars  
Award Winners

- National Association of Black Journalists [NABJ] (Turner)
- National Black MBA Association [NBMBAA] (AT&T, Warner Bros.)
- National Sales Initiative Annual Conference and Diversity Career Fair
- *The NETWORK JOURNAL* 25 Influential Black Women in Business
- Odyssey Networks
- UNCF Masked Ball
- Usher's New Look Foundation (Turner)
- Women of Color STEM Conference

### Hispanic/Latino

- Association of Latino Professionals For America [ALPFA] (Warner Bros.)
- HENAAC Conference [Great Minds in STEM]
- Hispanic Alliance for Career Enhancement [HACE]
  - HACE Leadership Tours
  - Mureres de HACE Women's Leadership Program
  - Virtual Career Fair
- Hispanicize (Turner)
- Hispanic Scholarship Fund [HSF] (Turner, Warner Bros.)
- Latin American Association (Turner)
- *LATINA Style*
  - *LATINA Style* 50 Awards & Diversity Leaders Conference
  - *LATINA Style* Business Series
- National Association of Hispanic Journalists [NAHJ] (Turner)
- TECHNOLOchicas



**JOHANNA MARTINEZ**

@JMARTINEZ1226



@Hace\_Online Had such a great time meeting beautiful Latinas working on personal growth & potential! #ATTDiversity #LifeAtATT



## AT&T DIVERSITY & INCLUSION PARTNERSHIPS (CONT.)

### People With Disabilities

- AARP
- American Association of People with Disabilities [AAPD]
- American Council for the Blind [ACB]
- Autism at Work Summit
- Change 100 (UK) (Turner)
- Disability:IN/USBLN National Conference
- EFWorks division of the GA Epilepsy Foundation
- EmployAbility Dallas Mayor's Committee for Employment of People with Disabilities
- Exceptional Minds Studio (Turner, Warner Bros.)
- G3ict
- Georgia Tech Excel Program (Turner)
- Hearing Loss Association of America [HLAA]
- Launchability
- Marcus Autism Center (Turner)
- National Council for Independent Living [NCIL]
- OASIS
- Open Newsroom Events (UK) (Turner)
- SeniorNet
- Shepherd Center
- Springboard Consulting Diversity Matters
- Telecommunications for the Deaf and Hard of Hearing
- ULTRA Testing (Turner)
- Wireless Rehabilitation Engineering Research Center

We gave particular attention to accessibility in 2018. In May, our employees participated in Global Accessibility Awareness Day (GAAD). And in September our El Segundo campus hosted Lights! Camera! Access! 2.0, a disability and media summit designed to connect individuals with disabilities who are interested in careers in media with hiring media companies.

### LGBTQ+

- The Association of LGBTQ Journalists [NLGJA] (Turner)
- Athlete Ally (Turner)
- Atlanta Gay Men's Chorus (Turner)
- Atlanta Pride Committee (Turner)
- Black Tie Dinner
- Dallas Resource Center: Toast to Life
- Harvey Milk Hetrick Man Institute (Turner)
- HRC Time to Thrive
- LGBT Institute at the National Center for Civil & Human Rights (Turner)
- Human Rights Campaign (AT&T, Turner)
- National Business Inclusion Consortium [NBIC]
- Out & Equal Workplace
- Transgender Economic Empowerment Job and Resource Fair (Warner Bros.)

Because we take our responsibility to strengthen and support diversity in all forms seriously, in 2018 we proudly endorsed the **UNITED NATIONS STANDARDS OF CONDUCT FOR BUSINESS.** These standards provide a framework for best practices for business to help combat discrimination. We're committed to advancing LGBTI rights around the world, and this pledge reinforces our dedication to that cause.



## AT&T DIVERSITY & INCLUSION PARTNERSHIPS (CONT.)

### Veterans

- Annual Red, White & You Veteran Hiring Event
- DoD Executive Fellowship
- Four Block
- Hire Our Heroes
- Hiring our Heroes (Turner)
- *LATINA Style* National Latina Symposium & Hero Initiative
- MBA Veterans Conference
- Military Conference: U.S. Government and Veterans Affairs (Warner Bros.)
- Military Spouse Employment Partnership [MSEP]
- *Military Times* Best for VETS Index:
- NPower
- UndergraduVets Career Conference
- Veteran Jobs Mission



**RICK J WILSON**

@RICKWILSONHRPRO



Proud to see AT&T recognized for efforts around our Veteran initiatives. Thanks @VETSIndexes for the distinction, and our AT&T Veterans ERG for accepting. #ATTDiversity #LifeAtATT

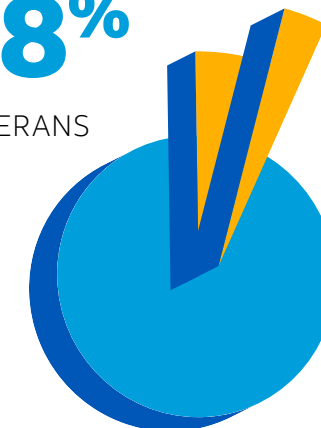


### NEW HIRES

The diverse life experiences of our workforce enhance the strength of our company. In 2018, over 8 percent of our new hires were veterans. Of those newly hired veterans, over 31 percent have a disability, highlighting not only our support of a diverse group of veterans through employment, but also our commitment to accessibility.

**8.8%**

VETERANS



**31.3%**

DISABLED VETERANS

## AT&T DIVERSITY & INCLUSION PARTNERSHIPS (CONT.)

### Women

- Anita Borg Institute (Turner)
- Atlanta Women's Chorus (Turner)
- Atlanta Women's Foundation (Turner)
- Catalyst
- Cool Girls (Turner)
- Creating Pipelines for Women of Color – Los Angeles (Warner Bros.)
- Dallas Women's Foundation
- Diversity Women's Business Leadership Conference
- Forté
- HAAS School of Business Women in Leadership
- GenHERation
- Girls Who Code
- Global Summit of Women: Colloquium on Global Diversity
- Grace Hopper (HBO, Turner, Warner Bros.)
- National Association of Female Executives
- National Center for Women in Technology [NCWIT]
- New York Women In Communications Inc. (HBO)
- POWER
- She Runs It (Turner)
- U.S. Chamber of Commerce Foundation [USCCF] Corporate Citizenship Conference
- U.S. Chamber of Commerce Foundation [USCCF] International Women's Day

For International Women's Day/Women's History Month, we recognized and highlighted the talented women of AT&T. Our "She Speaks" video series was viewed thousands of times across multiple social media channels. On International Women's Day, we shared over 1,500 social media posts that were viewed over 10 million times. And we reached 6.6 million Twitter users in October via Women in Tech engagement.

- United States of Women Conference (Warner Bros.)
- Women in Cable Telecommunications (Turner)
- Women in Communication Conference, Miami (Turner)
- Women in Cybersecurity 2018 Conference
- Women in Media – Los Angeles (Warner Bros.)



# WE NEED TO TALK

In 2016, Randall Stephenson, our chairman & CEO, challenged AT&T employees to show the world the potential of diverse people working together toward common goals. Since then, AT&T employees across the globe have embraced the call to better understand one another and appreciate different perspectives. That work is not always easy, but as our chairman says, it's worth the effort.

In pursuit of this goal, for a week in December 2018, all employees were invited to participate in Days of Dialogue to deepen their understanding of their colleagues. Sponsored by our Chief Diversity Officer, Corey Anthony, in partnership with **CEO ACTION** for Diversity & Inclusion, this voluntary AT&T Tolerance to Understanding program asked employees to pledge to lead or participate in discussion sessions with co-workers to understand the experiences of others or complete individual activities to increase their appreciation for diversity & inclusion.

Days of Dialogue participants were provided a toolkit of suggested activities that would immerse them in a different perspective – like changing their online, radio and TV news sources for a week or attending services at the house of worship for a faith other than their own – and were asked to then share what they experienced with a colleague or friend.

Discussion session leaders were also given practical tools to help them guide conversations constructively. They were encouraged to set the tone for the conversations through a positive attitude and active listening. They were provided conversation starters, like our new **UNWRITTEN RULES VIDEO** that presents the unconscious biases and challenges women of color often face in the workplace. Discussion leaders were also coached on how to create a comfortable, open space for dialogue and how to encourage group participation by asking follow-up and clarifying questions.

Through these constructive team conversations, hundreds of employees engaged in productive dialogue rather than debate. They learned to listen generously, forgive one another for awkwardness and actively seek to understand different perspectives.

## Days of Dialogue by the Numbers

### 3.5K

EMPLOYEE PLEDGES  
800 TO LEAD DIALOGUE SESSIONS  
2,700 TO PARTICIPATE IN D&I ACTIVITIES

### 18K

PAGE VIEWS OF DAYS OF  
DIALOGUE RESOURCES

### 19K

COMBINED VIEWS OF DAYS OF  
DIALOGUE COMMUNICATION

### 31.7K

SOCIAL IMPRESSIONS (LINKEDIN,  
TWITTER & FACEBOOK)

## WE NEED TO TALK (CONT.)

Days of Dialogue closed with “Finding Your Roots,” a webcast hosted by Harvard professor and PBS host Dr. Henry Louis Gates Jr. in which three AT&T executives revealed the results from their personal DNA analysis tests in front of a live employee audience. Analyzing and discussing these executives’ results reminded everyone that we are all more alike than we are different.

Many employees indicated that after Days of Dialogue, they wanted to continue getting to know more about their colleagues. As one Days of Dialogue participant reported, “I realized that despite our very different backgrounds, there are so many common threads among us.”



Open and honest dialogue is hard work. It may even be uncomfortable at times. But if we are to make AT&T a better, stronger and more inclusive place to work, the effort is well worth it.

– RANDALL STEPHENSON  
CHAIRMAN & CEO

## Finding Your Roots by the Numbers

**51.3K**

WEBCAST ATTENDEES & VIDEO VIEWS

**137.2K**

TOTAL SOCIAL MEDIA IMPRESSIONS

**2.4K**

TOTAL ENGAGEMENTS

## WE NEED TO TALK (CONT.)

### Reflections: See Yourself in the Work We Do



In 2017, Warner Bros. launched “Reflections: See Yourself in the Work We Do,” an online series created by Warner Bros. Worldwide TV Marketing employees for our Warner Bros. TV Group employees worldwide. Continuing through 2018, “Reflections” presents “We See You” employee spotlights and interviews that celebrate the diversity, inclusive voices and contributions of the people in front of the camera and behind the scenes at Warner Bros. and across the evolving entertainment industry at large.



Each episode in the series focuses on Warner Bros. talent or an individual employee like Pam Marrow, who was featured in **EPISODE 13** and is the first female labor department foreperson at Warner Bros. In this “We See You” moment, Marrow describes her experiences as a woman working in a traditionally male-dominated field and discusses the value of women creating support systems for each other in the workplace.

### “Hello, My Name Is...”



In 2018, Turner launched “Hello My Name Is...,” a series created by Turner’s Corporate Communications team for Turner employees around the globe, featuring both video and editorial stories of our employees sharing their work, passions and all the things that make them who they are. The goal of the series is to highlight our employees bringing their whole selves to work and to encourage others to do the same, building a sense of community.

Since launching “Hello My Name Is...,” 15 employees’ stories have been featured, collectively garnering more than 14,000 views. The four highest-viewed episodes/stories are:



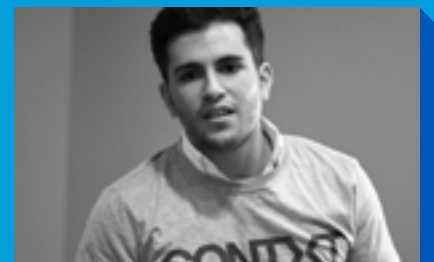
**NIA THOMPSON**, edit apprentice for TBS, shares her love of boxing and how it adds value to her life.



**JARRETT BELLINI**, writer/producer at 10th Street Productions, Turner, shares his passion for creating content.



**DARRIN DORTCH** tells the story of how his win at the American Black Film Festival writing competition helped him become a writer for TNT’s hit show “Claws.”



**HERNAN ROMERO**, a London-based digital coordinator, shares how he connects the company to its fans and what he enjoys doing outside the office.

# EMPLOYEE GROUPS – UNITY IN OUR UNIQUENESS

Relationship building. Community service. Professional development. Supporting company objectives. Our employee resource groups (ERGs), business resource groups (BRGs), affinity groups and employee networks (ENs) offer these and more opportunities to our employees.

*Our employee groups represent the diverse dimensions of our workforce – women, Black/African-American employees, Asian/Pacific Islanders, Hispanic/Latino employees, Native Americans, LGBTQ+ employees, employees with disabilities, veterans, parents – and individuals with similar professional interests such as engineering, project management and media & entertainment technology. And since we're all about inclusion, each group is open to both employees who identify with that community and their allies.*

Before we merged, AT&T Communications, Xandr and WarnerMedia each had robust rosters of employee groups. Now we have 58 all together, so no matter how our employees identify or what they are interested in, we likely have a group tailored to their specific interests and needs.

## EMPLOYEE GROUPS



## ACTIVE MEMBERSHIPS

**147,200+**  
TOTAL

## AT&T VOLUNTEER HOURS

**318,800+**  
TOTAL

## HACEMOS CELEBRATED

**30**  
YEARS

## AT&T VETS CELEBRATED

**35**  
YEARS

## INSPIRASIAN CELEBRATED

**40**  
YEARS

# AT&T EMPLOYEE RESOURCE GROUPS

- **ABILITY**

Disability Advocates

- **AT&T VETERANS**

- **FACES**

Filipino American  
Communications Employees  
at AT&T

- **HACEMOS**

Hispanic/Latino Employee  
Association at AT&T

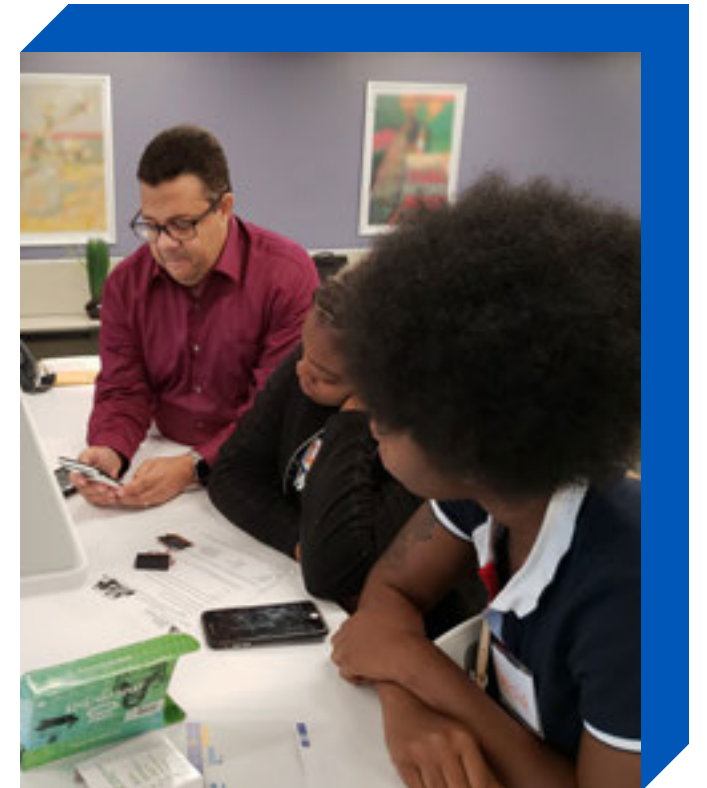
- **ICAE**

Inter-Tribal Council of  
AT&T Employees



## HIGH TECH DAY (HTD)

Through HTD, AT&T introduces underrepresented students to technology careers at a young age so they pursue high-paying jobs in STEM fields, which often go unfilled due to lack of qualified candidates. During HTD, HACEMOS volunteers lead students through hands-on tech demos and workshops on programming and designing apps and building electronic circuitry. The volunteers stress the value of math and science classes and the importance of staying in school to attain a college degree. HTD celebrated its 20th anniversary in 2018. Hundreds of volunteers from 33 HACEMOS chapters led more than 800 students across the U.S., Puerto Rico and Mexico.



# \$30,000

IN SCHOLARSHIPS AWARDED  
TO NATIVE AMERICAN  
UNDERGRADUATES

## AT&T EMPLOYEE RESOURCE GROUPS (CONT.)



**ATTJOBS**  
@ATTJOBS



In 1987, AT&T employees in Denver started the first @LEAGUEatATT chapter. Today, LEAGUE stands as one of the first LGBTQA employee resource groups, offering networking opportunities, local community service and professional development for its members. #PrideMonth #LifeAtATT



- **INSPIRASIAN**

- **LEAGUE AT AT&T**

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

- **THE NETWORK**

Black Integrated Communications Professionals

- **OASIS**

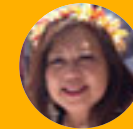
Organization of Asian Indians at AT&T

- **OXYGEN**

Young Professionals at AT&T

- **PROFESSIONALS 50 FORWARD**

- **WOMEN OF AT&T**



**SHIRLEY SANZ**  
@SHRLYSNZ



Thank you @wbpictures for hosting @InspirASIANSC screening of #CrazyRichAsians #ATTemployees #LifeAtATT #ATTDiversity #RepresentationMatters #WatchItAgain #ThatGood





# AT&T EMPLOYEE NETWORKS

AT&T EMEA Women's Network participated in the 2018 AT&T Girl's Day, where they welcomed nearly 200 girls in 12 locations, informing them about the advantages of an education and career in STEM-related fields.

NEWEST EMPLOYEE NETWORK  
FOUNDED IN 2018, AIN  
HAS ALREADY GROWN TO

**1,500**  
MEMBERS



- **ADVOCATES FOR WOMEN IN TECH**
- **ASIA PACIFIC WOMEN'S ORGANIZATION**
- **AT&T EMEA WOMEN'S NETWORK**

For Europe, Middle East and Africa

- **AT&T INNOVATION NETWORK (AIN)**

NEW in 2018!

- **AT&T PROFESSIONAL ENGINEERS**
- **AT&T TOGETHER**  
AT&T Most of World LGBT and Allies Employee Network
- **AT&T WOMEN OF BUSINESS**
- **AT&T WOMEN OF FINANCE**
- **BUSINESS PROFESSIONALS**

- **MUJERES EN ACCIÓN**

- **PARENTS @ WORK**

- **PROJECT MANAGEMENT NETWORK**

- **PULSE OF INDIA**

# WARNERMEDIA EMPLOYEE GROUPS

## HBO Employee Resource Groups

- **ALIANZA**
- **EMERGE@HBO**
- **GENHBO MOSAIC**
- **HBO PARENTS**
- **HBO PROUD**
- **HBO SALUTE**
- **WOMEN AT HBO**

Emerge's Black History Month campaigns have been infused with programming from the HBO brand that features African-American talent.

Each year, HBO Salute members based out of the New York office celebrate Memorial Day weekend by partnering with the USO of Metropolitan New York to build bikes for children of vets through Operation That's My Ride.

## Warner Bros. Business Resource Groups

- **BLACK EMPLOYEES @ WARNER BROS.**
- **EMERGING PROFESSIONALS @ WARNER BROS.**
- **NETWORK FOR ASIAN PACIFIC AMERICANS (NAPA) @ WARNER BROS.**
- **OUT @ WARNER BROS.**
- **STUDIO NETWORK OF ADMINISTRATIVE PROFESSIONALS (SNAP)**
- **UNIDOS @ WARNER BROS.**
- **VALOR@WB**
- **WIREFRAMEWB**
- **WOMEN OF WARNER**



NAPA hosted its Annual Gala benefiting its community partner, Asian Youth Center. The night included networking, entertainment and a special fireside chat with Katie Soo, senior vice president, marketing, Warner Bros. Digital Networks. NAPA members volunteered 325 hours to the Asian Youth Center in 2018.



In 2018, WOW invited WriteGirl to bring about 20 of its members and their mentors to a four-hour event with speakers from various lines of business. Events included Lights, Camera, WriteGirl and "Finding Your Inner Character" WriteGirl Workshop.

## WARNERMEDIA EMPLOYEE GROUPS (CONT.)

### Turner Business Resource Groups

- **BLACK PROFESSIONALS @ TURNER**
- **LADIES IN TECHNOLOGY AT TURNER (LITT)**
- **NEXTGEN**

---

- **TURNERASIA**

**1,188**  
BRG MEMBERS RECEIVED LEADERSHIP DEVELOPMENT CUSTOMIZED FOR THEIR MEMBERSHIP

Spearheaded by TurnOut, 500+ Turner employees, friends and family participated in Pride marches in NYC, LA and Atlanta.

- **TURNER DISABILITY RESOURCE GROUP**
- **TURNER PARENTS**
- **TURNER UNO**
- **TURNER VETS**
- **TURNER WOMEN**

---

- **TURNOUT**

**50%**

OF TURNER EMPLOYEES ARE INVOLVED WITH BRGS.

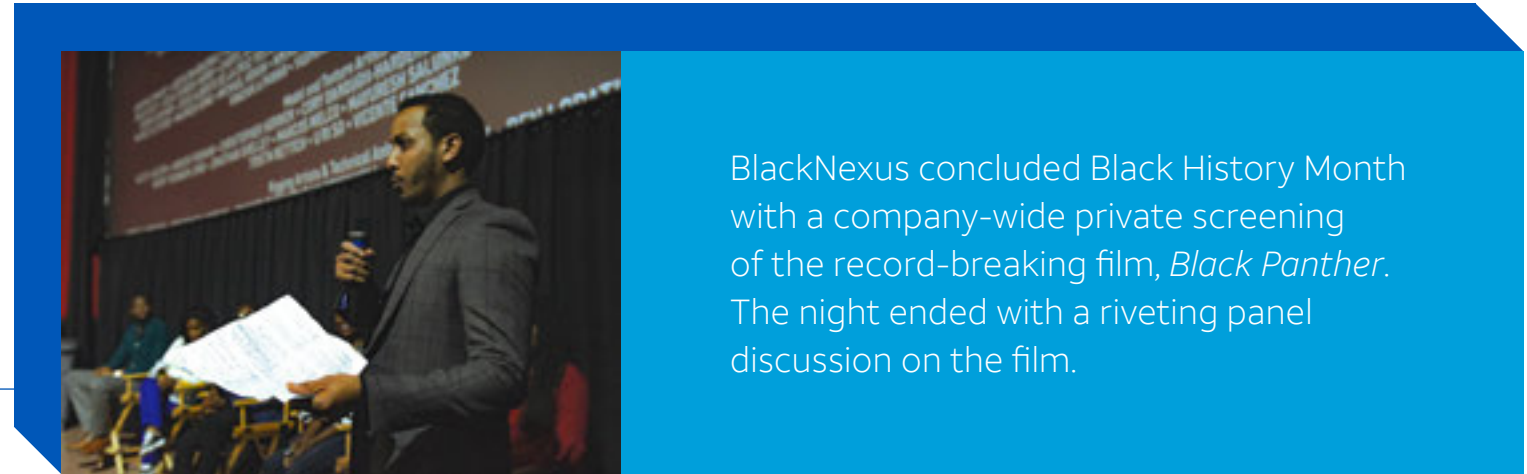
**38,000**

VOLUNTEER HOURS WITH 1,600+ CHARITIES

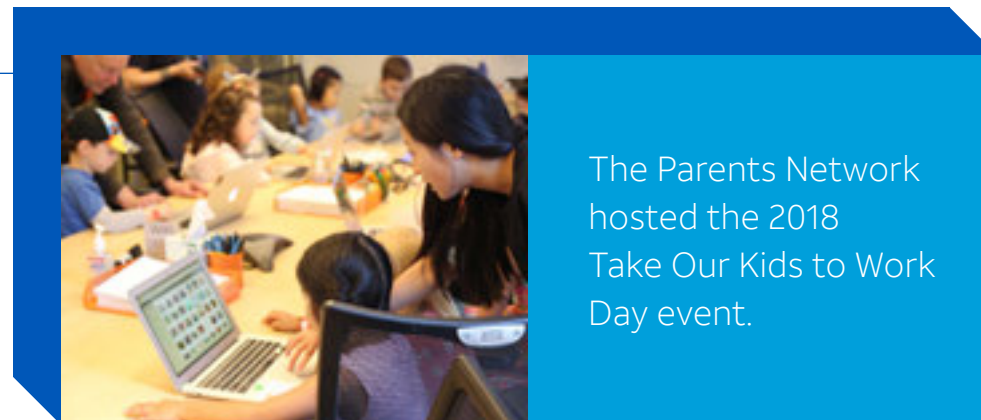
# XANDR AFFINITY GROUPS

## Formerly AppNexus Affinity Groups

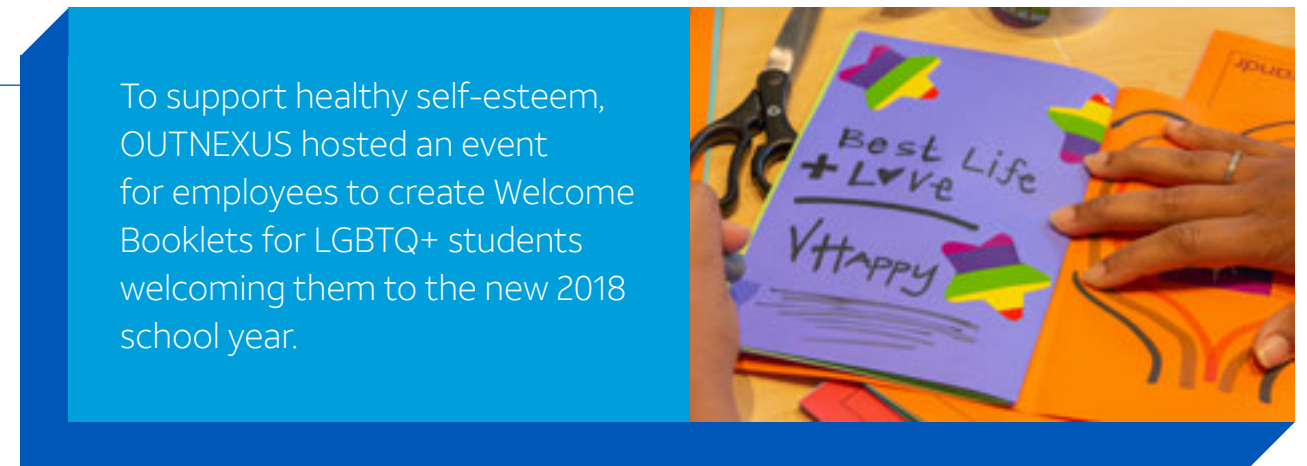
- **APPNEXUS LATINO ALLIANCE (ALA)**
- **APPNEXUS WOMEN'S NETWORK (AWN)**
- **BLACKNEXUS**
- **OUTNEXUS**
- **OY!NEXUS**
- **PARENTS NETWORK**



BlackNexus concluded Black History Month with a company-wide private screening of the record-breaking film, *Black Panther*. The night ended with a riveting panel discussion on the film.



The Parents Network hosted the 2018 Take Our Kids to Work Day event.



To support healthy self-esteem, OUTNEXUS hosted an event for employees to create Welcome Booklets for LGBTQ+ students welcoming them to the new 2018 school year.

# ALL TOGETHER NOW

## 2018 AT&T National ERG Conference

What do you get when 2,000 individuals from around the world come together to celebrate diversity, practice inclusion and listen with open hearts and minds? A lot of great vibes to be sure, and an equal amount of goodwill. But more than anything, you get to see how people from vastly different backgrounds can come together in harmony and learn from one another. In today's hyperpoliticized, often polarized environment, that's hugely reaffirming.

### CELEBRATING ALL OF US

In addition to the 2,000 in-person attendees, 2,000+ webcast viewers participated in our 2018 ERG Conference, held in Dallas, Texas. The theme of the 10th annual conference was "AT&T Is All of Us." Simple and effective, that theme inspired participants to celebrate the contributions our ERGs make in advancing diversity and inclusion at AT&T.

At the conference, ERGs were honored for their commitment to improving our workplace and our communities. The CEOs of AT&T Communications, WarnerMedia, Xandr and AT&T Latin America were on hand to express their commitments to diversity and inclusion. We were also happy to have employee group members from AppNexus and WarnerMedia at the conference.



# 2,000

IN-PERSON ATTENDEES

# 2,000+

WEBCAST VIEWERS

# 1,850

HOURS OF SERVICE

**SOCIAL MEDIA IMPRESSIONS**

#LIFEATATT

# 15MM

#ATTERG18

# 111MM

## ALL TOGETHER NOW (CONT.)

### OUR VALUES

AT&T Chairman and CEO Randall Stephenson spoke at the ERG Conference, introducing AT&T's new values, including "Live true," "Pursue excellence," "Stand for equality" and "Make a difference."

He emphasized the company's commitment to freedom of speech and to always operating our business with these values as the foundation.



### Live true.

DO THE RIGHT THING, NO COMPROMISE.

### Think big.

INNOVATE AND GET THERE FIRST.

### Pursue excellence.

IN EVERYTHING, EVERY TIME.

### Inspire imagination.

GIVE PEOPLE WHAT THEY DON'T EXPECT.

### Be there.

WHEN CUSTOMERS & COLLEAGUES NEED YOU MOST.

### Stand for equality.

SPEAK WITH YOUR ACTIONS.

### Embrace freedom.

PRESS, SPEECH, BELIEFS.

### Make a difference.

IMPACT YOUR WORLD.

### DAY OF SERVICE

Conference participants also put in 1,850 hours of volunteer service, assembling care kits for employees impacted by disasters, creating banners of encouragement for Special Olympics athletes, and packaging shower kits and towels for youth in crisis. The 2018 conference served as a reminder that we are a diverse group of individuals who are at our strongest and best when we come together to work toward a common goal.



# ERG IN ACTION AWARDS

Each year, we recognize six ERG initiatives for making a difference for our company, our employees or our communities. Congratulations to these worthy organizations on their outstanding impact!

## National Winners

### AT&T VETERANS

AT&T Veterans won for their work with the Operation Gratitude Care Kit Drive. This ERG collected more than \$4,500, 1,400 donated items and 12,600 purchased items. In a collaborative effort last fall, they assembled 1,600 full and 300 partial kits for military veterans, first responders, wounded heroes and their caregivers as well as military members deployed overseas and their families at home. The project involved more than 500 volunteer hours.

### OASIS

OASIS, an organization of Asian Indians at AT&T who worked together on an initiative called Press Pause, Rejuvenate Yourself, also won a national award. Reaching 6,700 OASIS members and 3,000 additional ERG members, the program was designed to help employees promote self-care and improve their health in the areas of mindfulness and emotional well-being, mental health awareness, diabetes prevention and heart health.

### WOMEN OF AT&T

The Women of AT&T were also awarded the national prize for their extensive Hurricane Harvey Relief Efforts. Involving over 800 volunteer hours, the program gathered thousands of dollars of food, clothing, water and other supplies for people in desperate need.



## Local Winners

### OASIS (TEXAS)

OASIS won a local award for its GEN XYZ Stimulator Program, an initiative that strengthens two-way communication with the Gen X, Y and Z communities through a multiyear STEAM (science, technology, engineering, art and math) initiative, leadership mentoring and focus group discussions. The program supports AT&T Communications CEO John Donovan's 2018 priority to deliver a simple customer experience, world-class entertainment and lead in connectivity. With focus groups in 18 states, the GEN XYZ Stimulator Program has already involved more than 400 participants who have donated 2,000 volunteer hours. The program helps demonstrate how we're creating opportunities for the next generation of thinkers, doers and leaders to strengthen their competency in STEAM, demonstrate the value of teamwork and enhance leadership.

### THE NETWORK (NEW YORK, NEW JERSEY)

The NETwork received a local award for its STEM and scholarship work. Through a variety of fundraising activities, The NETwork awarded 19 \$1,000 scholarships to STEM students in need, and five \$600 scholarship to students nominated by chapter members. This effort further supported our Aspire program, which reaches out to at-risk students nationwide.

### WOMEN OF AT&T (TENNESSEE)

Women of AT&T's Adult Education Fair were also recognized with a local award. That event helped working adults learn how to enhance their careers through opportunities presented through continuing education. The fair involved seven people who volunteered 70 hours partnering with 20 schools in the Middle Tennessee Higher Education Alliance and Tennessee Reconnect program, which provides scholarships for adult students. The program drew local news coverage, social media support and articles in local business newsletters.



# ALL TOGETHER NOW

## Turner

### Turner BRG and Inclusion Leadership Summit and Awards

In early December, Turner Diversity and Inclusion hosted the second annual Business Resource Group and Inclusion Leadership Summit and Awards. The event, held at the Center for Civil and Human Rights in Atlanta, brought together Turner BRGs and the executive committee to identify key initiatives for 2019 and to formally recognize how BRGs have propelled Turner's business forward.

During the summit, Turner recognized the hard work and dedication of these groups with the first-ever Diversity & Inclusion Impact Awards.

- Black Professionals at Turner, New York, won the People & Culture Visionaries Award after commissioning a custom banner for Black History Month, which hung in the Time Warner Center lobby. The banner was the shape of the United States, but was created through names, places and phrases that aligned to Black History Month.
- Tracy Barash, vice president, Global Franchise Management, Cartoon Network, and Valerie Immele, senior vice president, Business Development, Turner Sports, won the Employee



Development Initiative of the Year Award. Barash and Immele worked tirelessly to develop a peer-to-peer mentoring program for women at the VP level or higher, the first program of its type to operate at Turner. The program supports women at this level on a broad basis.

- Turner Parents, Atlanta, took home the Most Innovative Business Activations Award. This group partnered with Cartoon Network and Boomerang's research teams to host a day of testing on the Boom OTT app and CN Games with Turner parents and their children.
- Turner Disability Group, Atlanta, received the Top Recruiting Initiative Award. The BRG increased attendance in the Bender Virtual Career Fair for people with disabilities by 34 percent and hosted and partnered with the Georgia Tech Excel Program for students with intellectual and developmental disabilities. They



also onboarded ULTRA Testing, a firm that provides highly flexible, high-quality software testing services for individuals on the autism spectrum.

- TurnOut, New York, won the Philanthropic Spirit Award. This chapter hosted a screening and panel discussion of the documentary Trans Military, which explored the issue of transgender people serving in the United States military.
- Eric Needham, executive assistant, Accounting Business Services, and Alfredo Claro, new media designer, CNN Graphics, won the Philanthropic Spirit Award for TurnOut, Atlanta. In 2018, Turner became the title sponsor of Out on Film through the work of TurnOut. Needham and Claro worked tirelessly programming, planning and executing what has been referred to as one of the best events for the nonprofit group.



## ALL TOGETHER NOW (CONT.)



### Warner Bros. All BRG Events

#### MULTICULTURAL AUDIENCES IN THE SOCIAL SPACES

A Warner Bros. all BRG-sponsored event featured social media leaders sharing emerging trends among multicultural audiences, the power these users bring with their engagements, and how they continue to help shape how companies do business.

Hosted by Terra Potts, senior vice president of Multicultural Marketing, Warner Bros. Pictures, and Blair Rich, president, Worldwide Marketing, Theatrical & Home Entertainment, Warner Bros. Pictures, the panel focused on the Hispanic, African-American and Asian-American populations. Employees in attendance gained valuable perspective on creating conversations with the up-and-coming multicultural marketplace.

#### EXEC CONNECT

In June 2018, Exec Connect brought together over 100 business resource group members from across Warner Bros. to meet in small groups with 18 executives from business development, corporate operations, creative, marketing, public relations and technology.

The BRG participants were able to ask questions relating to their fields of interest and had valuable discussions with each other and senior executives. This was Exec Connect's fourth year and most memorable evening yet.





# 2 \ COMMUNITIES

AT&T has a long legacy of enriching and strengthening the diverse communities we serve. Through our philanthropy and our employees' volunteer efforts, we continue to support underserved populations and empower diverse members of our communities.

**ALL INDISPENSABLE**

# BELIEVE INITIATIVES

Designed to address the pressing needs of the community and the city where it is launched, each AT&T Believes initiative employs a multipronged approach to improve the communities we serve.

With Believe Chicago<sup>SM</sup>, our employees are working to lift neighborhoods affected by gun violence and high unemployment. In Atlanta, this means taking practical steps to address significant challenges like unemployment, high crime and high poverty rates. In Dallas, we're collaborating with local homeless service providers, the business community and the city to help improve the lives of the homeless. Believe Los Angeles<sup>SM</sup> is focused on increasing diversity in the entertainment, digital media and technology industries.



You can't call yourself a great company and ignore suffering outside your door. That hit home when Chicago employees told us what it's like serving customers on and off the job in neighborhoods impacted by gun violence and high unemployment.

—JOHN DONOVAN  
Chief Executive Officer, AT&T Communications



## BELIEVE CHICAGO<sup>SM</sup>

500

New hires from 19 Believe Chicago<sup>SM</sup> neighborhoods since January 2018.

90+

Community organizations working on programs ranging from education to anti-violence to mental health to workforce reentry.

- New AT&T retail store opened in Englewood neighborhood in March 2019.
- New **AT&T AUDIENCE NETWORK** *Beacons of Hope: Stories of Strength from Chicago* documentary seeks to change the negative narrative about Chicago by highlighting stories of inspiring people helping others in Chicago.

**BELIEVE CHICAGO** ▶

**BELIEVE ATLANTA** ▶

**BELIEVE DALLAS** ▶

**BELIEVE HOUSTON**


We've also launched AT&T Believes initiatives in Detroit, New Orleans, Houston and New York, with more Believe cities to come in 2019.

# NPOWER

Through a \$250,000 contribution in 2018, AT&T helped NPower reach nearly 370 under-resourced military veterans and veterans' spouses with the digital and professional skills needed to succeed in tech-based careers.


NPower offers veterans training opportunities, counselors and mentors, soft skills coaching, job placement assistance and more. This program allows veterans and veterans' spouses to learn the technical skills needed to succeed in a tech-based career in less than six months. AT&T is committed to hiring veterans into its workforce because their military service has uniquely equipped them with teamwork capabilities, critical thinking and problem-solving skills.

Leveraging a social-first campaign, AT&T engaged consumers to increase awareness of AT&T's longstanding commitment to supporting military veterans and their families, while reinforcing our focus on addressing the skills gap in technology. The social campaign consisted of short videos used on Twitter highlighting personal stories of AT&T veterans on the challenges they experienced when entering the workforce.




**AT&T IMPACT**

@ATTIMPACT



Dana Bobko has never been afraid of a challenge. She enlisted in the Air Force at the age of 17 and today serves as a Principal Systems Engineer with AT&T. This month, we honor the selfless men and women like Dana who keep our country safe.



“The strong leadership and diplomatic skills I learned in the military have helped me at AT&T, which has a strong employee community of those who have served.”

— Dana Bobko, AT&T Employee, Jupiter, FL

Content driving to AT&T's NPower press release delivered

## 535K

impressions on Twitter alone

The campaign generated over

## 93K

total social engagements and

## 296K

video views, reaching our max donation within the first week of the campaign

Delivered

## 1.5MM

ad impressions across social media platforms

# NATIONAL INITIATIVES



## HISPANIC ASSOCIATION OF CORPORATE RESPONSIBILITY (HACR)

HACR's CII ratings are designed around two focus areas – a practice and outcomes assessment in the Employment, Procurement, Philanthropy and Governance pillars. The assessment examines key indicators by which companies evaluate progress on diversity and inclusion to help them identify opportunities for improvement or best practices for Hispanic inclusion. AT&T was recognized at the first annual HACR Corporate Inclusion Index (CII) awards event for Philanthropy and Employment.

## WOMEN'S LEADERSHIP FORUM (WLF)

The Women's Leadership Forum (WLF) demonstrates Xandr's belief that leveraging, learning and living diversity and inclusion shouldn't only be a focus inside our organizations, but should be brought to our communities as well. Over 500 people of all genders attended the New York City 2018 event in person or via livestream, where 30 world-class speakers shared inspiring stories and action-oriented strategies for creating lasting change for women in the workplace and society – exploring the successes, setbacks and lessons learned in their efforts toward equality. The Women's Leadership Forum impacted even more women globally with a sponsored breakfast and discussion on "How Social Movements Become Workplace Movements" at Cannes Lions 2018 and a WLF screening with clients in London and Sydney.

## APAICS ANNUAL AWARDS GALA DINNER

AT&T was a proud sponsor of the Asian Pacific American Institute for Congressional Studies (APAICS) 24th Annual Awards Gala Dinner, the culmination of our nation's recognition of Asian Pacific American Heritage Month in May. The event celebrated the culture, traditions, history and contributions of Asian Americans and Pacific Islanders in the United States. The gala is the largest gathering of Asian-American and Pacific Islander elected officials and government appointees at the federal, state and local levels.

## NATIONAL INITIATIVES (CONT.)



### COMMUNITIES IN SCHOOL (CIS)

CIS' mission is to surround students with a community of support, empowering them to stay in school and achieve in life. Through AT&T support, CIS serves thousands of additional students, provides college and career readiness and mentoring by AT&T employees, and continues CIS' advancements in data collection, technology, research and evaluation. Thanks to a two-year, \$1 million grant from AT&T, CIS gave five San Antonio high schools additional support to help keep kids in school.

### OCA-ASIAN PACIFIC AMERICAN ADVOCATES: B3 LEADERSHIP PROGRAM

OCA-Asian Pacific American Advocates' B3: Build, Breakthrough & Believe is a professional and leadership development program for aspiring Asian-American and Pacific Islander (AAPI) professionals interested in taking their personal and professional goals to the next level through leadership development and networking. The goal of this AT&T-sponsored program is to provide relevant professional development, peer networking and mentoring to aspiring AAPI professionals.

### LEAGUE OF UNITED LATIN AMERICAN CITIZENSHIP (LULAC) ¡ADELANTE! YOUTH LEADERSHIP PROGRAM

AT&T sponsored LULAC's ¡Adelante! America Program, which seeks to create a motivational environment for Hispanic high school students that encourages and nurtures them to become leaders in their communities.



# SUPPORTING WOMEN IN TECH

A key priority for our partnerships and engagements with diverse communities is increasing the representation of women in technology fields. One way we do this is through exposing girls to the wide range of opportunities available to them in STEM careers.

By taking steps now to encourage more young women to pursue a technical education, we can make a meaningful impact on the future of women in tech.

## Girls Who Code

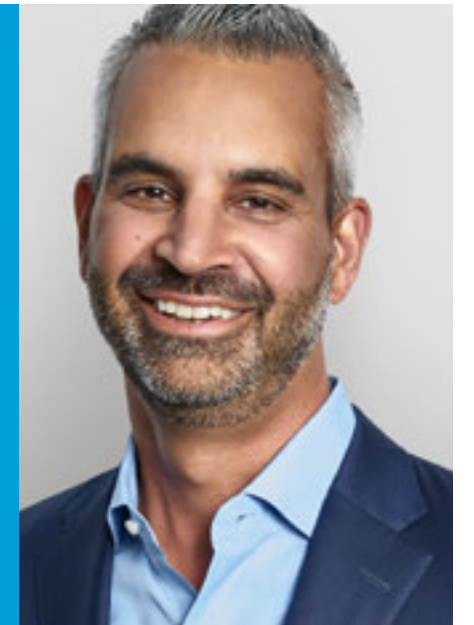
A nonprofit committed to closing the gender gap in technology, **GIRLS WHO CODE** is invested in underrepresented communities. Here are just a few of the ways we've partnered with Girls Who Code:

- AppNexus, a Xandr company, hosted the first-ever Girls Who Code Summer Immersion Program in 2012 out of its New York City office. Each year since then, it has hosted 20 rising high school girls for their seven-week program, supplementing the curriculum with employee-led talks, workshops, field trips and ongoing mentorship. Xandr New York City also acts as the Girls Who Code HQ, providing free office space for CEO Reshma Saujani and her team year-round.
- AT&T contributed \$1 Million to the Girls Who Code Sisterhood Campaign, a unique digital-visual album aimed at empowering young women to pursue computer science and STEM fields. Sisterhood launched in early October, the week of International Day of the Girl. The campaign is the first of its kind, embodying the spirit of empowerment and support that Girls Who Code represents as it inspires young women around the world to stand up, speak out and support one another.
- For the second year in a row, Warner Bros. Technology hosted a Girls Who Code seven-week Summer Immersion Program in Burbank/Los Angeles in 2018. Serving girls from diverse backgrounds, this annual program gives girls the opportunity to receive in-depth coding and technology training, allowing participating organizations to expose young women to the possibilities of a career in technology or entertainment. Many of the 2018 student participants stated that, after attending the program, the hands-on experience cemented their desire to pursue degrees and careers in technology.
- Turner also hosted a Girls Who Code seven-week Summer Immersion program for 19 Atlanta-area high school students. Focused on teaching computer science skills and closing the gender gap in technology, the girls spent the summer learning tech fundamentals – from robotics to how to build a webpage – while gaining exposure to the tech industry and mentorship from women working in technology. They also participated in tours at CNN Center and Turner Studios, workshops with Cartoon Network, and field trips with LiTT (Ladies in Tech at Turner), some of whom served as the girls' "Campus Counselors" for the duration of the program.



What began as one program in 2012 has evolved into a major force in the technology community that now serves more than 185,000 girls across the U.S. This purpose-driven partnership with Girls Who Code has helped to close the gender gap in technology, and I am honored to be able to deepen our relationship at Xandr and develop new and unique engagement opportunities within our organization and across AT&T.

– BRIAN LESSER, CEO, Xandr





## SUPPORTING WOMEN IN TECH (CONT.)

### AnitaB.org

In September, Turner partnered with AnitaB.org to address racial and gender gaps in technology, sponsoring more than 1,000 women of color to attend the 2018 Grace Hopper Celebration (GHC), the largest gathering of women technologists.

The women received complimentary registration to the GHC and had the opportunity to network and focus on professional development. The initiative was part of a larger partnership between Turner and **ANITAB.ORG**, which began in 2017 to improve the recruitment, retention and advancement of underrepresented minority women in tech.

HBO received accolades at the Grace Hopper Celebration as one of the Top Five organizations whose representation of women technologists is the highest in their technical workforce-size category (less than 1,000).

AnitaB.org is a nonprofit social enterprise committed to increasing the representation of women technologists in the global workforce.



AT&T and the AT&T Foundation  
have invested more than

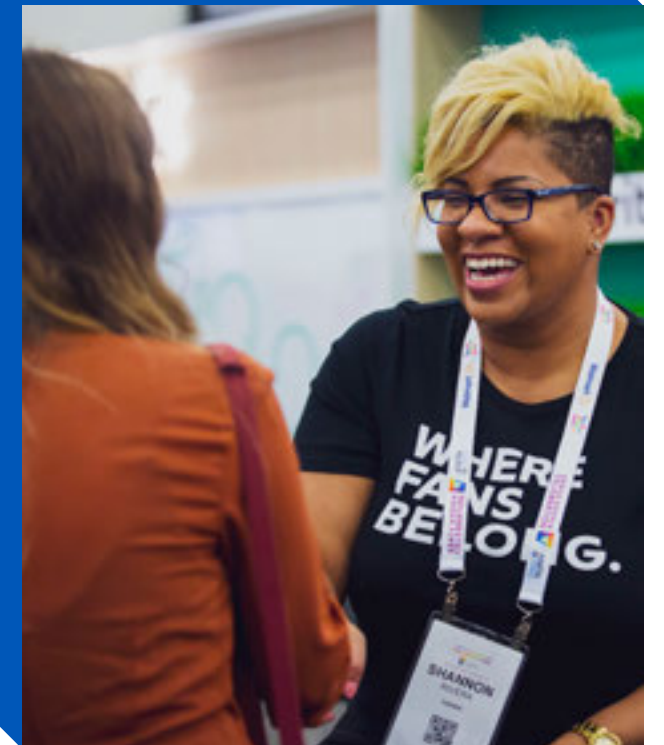
**\$144MM**

to support STEM initiatives  
in the past 30 years.

Since 2012, more than  
350,000 students have  
received more than

**2.2MM**

hours of mentoring by our  
employees.



# ENGAGING WITH IMPACT

## WARNERMEDIA

In 2018, WarnerMedia continued to engage with diverse communities to cultivate new storytellers and champion their voices, experiences and viewpoints. We strive to provide opportunities to those who haven't had traditional pathways into the entertainment industry so the stories we tell are reflective of our audiences and everyone can see themselves represented on television, stage and film.

### CNN DEEP DIVE PROGRAM

This industry-leading project scouts diverse journalists throughout the country for editorial impact roles: TV news reporters, anchors, producers and digital journalists. Using simultaneous, daylong workshops – one addressing on-air TV reporting and the other content producing and digital journalism – each Deep Dive targets a specific market/city with a reputation for high-level local journalism. Working with diversity journalism organizations, CNN has sourced over 150 reporters, producers and digital journalists to date – of which nearly 70 percent are people of color.

### COALITION OF ASIAN PACIFICS IN ENTERTAINMENT

Warner Bros. has been a longtime sponsor of **CAPE**, an organization that champions diversity by educating, connecting and empowering Asian-American and Pacific Islander artists and leaders in entertainment and media. Select sponsored programs include CAPE's New Writers Fellowship, Leaders Fellowship and Feature Film Panel.

### DC TALENT DEVELOPMENT WORKSHOPS

This Warner Bros. program is designed to give access and a voice to new and prospective talent, for both comic book writers and artists.

### GREENLIGHTER'S ACADEMY

Turner was the lead sponsor in 2018 for the American Black Film Festival's (ABFF) new GreenLighter's Academy initiative, which engages students from Historically Black Colleges & Universities (HBCUs) who have the desire and ability to become heads of various divisions within the Hollywood studio system and nurtures future film and television executives who will be leaders of this industry.

### HBO ACCESS

Provides mentorship, guidance and education for creative minds from diverse backgrounds. HBO Access has a Writing Fellowship for aspiring diverse storytellers and a Directing Fellowship that provides support and mentorship for diverse filmmakers.

### HBO & CINEMAX COMMUNITY IMPACT PROGRAM

Through this program launched in 2016, HBO works with local film offices and community partners to identify diverse and underrepresented individuals for Production Assistant Training. The PA Training program exists on nearly all HBO original productions where participants are hired as full-time PA trainees.

### HBO INSPIRES YOUTH

HBO utilizes the power of personal mentorship through employee engagement mentor programs in New York and Los Angeles. The one-to-one mentorship program is for at-risk high school students and focuses on awakening youth to their unique gifts, power and purpose by developing a rapport with employees who share their experiences – career paths, personal journeys and lessons learned – to help inspire the next generation of storytellers.

### HOLLYWOOD CPR

A longtime Warner Bros. partner, Hollywood CPR provides vocational training in skills required for crafts and technical positions in the entertainment industry. This year, we provided a grant to support capacity building for the organization while continuing to host educational and career readiness exposure to Hollywood CPR students at our studio.

## WARNERMEDIA – ENGAGING WITH IMPACT (CONT.)

### NEW YORK STATE MULTICULTURAL CREATIVITY SUMMIT

In October, HBO and Warner Bros. joined other sponsors to support the second New York State Multicultural Creativity Summit, presented by the Motion Picture Association of America in partnership with Empire State Development and Urbanworld. This daylong event – filled with panel discussions, keynote addresses and networking events – connected diverse content creators with established artists to provide a roadmap for navigating the film and television industry.

### FILM INDEPENDENT/PROJECT INVOLVE

Turner is the lead sponsor of **PROJECT INVOLVE**, a program that offers up-and-coming film professionals from underrepresented communities the opportunity to hone skills and gain industry access necessary to succeed as working artists.

### SHE'S GOT GAME

Hosted by Turner Sports, 2018 was the second year for “She’s Got Game,” a one-day immersive experience for 100+ young women looking to learn more about what it takes to have a successful career in the sports industry.

### TURNER ACCESS TO HOLLYWOOD PROGRAM

Turner partnered with **NOVAC** (New Orleans Video Access Center) in 2018 to work on increasing the diversity of below-the-line production roles across the television and film industry.

### TURNER ASPIRING FILM MAKERS PROGRAM

Piloted in 2018 with Spellman College to give students access, visibility and exposure to careers and leaders in the media industry. Plans are underway to expand to other HBCUs.

### WB CREATIVE TALENT

Since 2013, UK-based Warner Bros. Creative Talent has provided emerging creative professionals from all backgrounds with access to the industry through a wide variety of opportunities to study, train and gain invaluable experience and insight. In 2018, the program premiered its fifth season, featuring 23 scholars, apprentices and production trainees.

### WB ACCESS TO ACTION

Launched in 2017, Access to Action was created to provide Warner Bros. Production Assistant (PA) jobs to emerging talent who have not traditionally had pathways into the entertainment industry, fostering diversity throughout our workforce. In 2018, we

expanded the program to offer positions in feature films and postproduction and were able to place 34 PAs on WB Television and Feature productions.

### WB FIRST CUT

WB First Cut, a partnership with nonprofit Ghetto Film School and the Los Angeles Unified School District, uses a teach-the-teacher model to give high school students high-quality filmmaking skills in the classroom. High school teachers are trained in the art of filmmaking and how to incorporate filmmaking into traditional lesson plans and assignments. Through this program, Warner Bros. provides students who have not traditionally had exposure to filmmaking with expanded opportunities. In its 2018 inaugural year, WB First Cut reached 600 students.

### WB STORY LAB

Launched in 2018 in partnership with nonprofit **YOUNG STORYTELLERS** and the Los Angeles Unified School District, WB Story Lab aims to develop a generation of young people who value their voice and the voices of their peers. The program provides an in-school curriculum for sixth-grade middle school students that provides core storytelling skills while reinforcing confidence, empathy and creativity. In its inaugural year, WB Story Lab reached 1,100 students.

### TURNER VOICES

Turner Voices, Turner’s signature corporate philanthropy program, strategically invests in community arts and culture and youth development to develop a pipeline of future storytellers and talent. Here are two examples of longtime programs that have existed for more than 10 years:

#### 21ST CENTURY LEADERS TURNER VOICES

**YOUTH MEDIA INSTITUTE** – This “All Things Turner” program for high school students is a weeklong intensive focused on leadership skills and media career development. Every June, 75 students from over 50 high schools throughout Georgia participate in a jam-packed week of workshops and roundtables led by Turner executives, in-depth tours of CNN or Turner Studios, and dynamic networking events with Turner employees.

#### TURNER VOICES INTERNSHIP PROGRAM

– This eight-week paid summer internship program is offered to rising college freshman in various departments within Turner’s business with an aim at identifying and developing a pipeline of diverse talent for careers in the media industry. Talent is sourced through key nonprofit partnerships including Girls Who Code Latin American Association, The Posse Foundation, re: Imagine/ATL, True Colors Theatre and VOX Teen Communications.

# FILM FESTIVAL & MEDIA EVENTS SPONSORSHIPS

HBO, Turner and Warner Bros. support emerging storytellers and connect our executives with diverse talent through these festivals and media event sponsorships:

- Academy of Motion Pictures Arts and Sciences Gold Internship Program (HBO, Warner Bros.)
- AdColor Conference (HBO)
- AFI Docs (HBO)
- American Black Film Festival (HBO, Turner, Warner Bros.)

- American Black Film Festival [ABFF] – Comedy Wings Competition (HBO)
- American Black Film Festival [ABFF] – Short Film Competition (HBO)
- Asian American Film Festival (Turner)
- Asian American International Film Festival (HBO)

## AMERICAN BLACK FILM FESTIVAL

We sponsored the ABFF, an annual event dedicated to empowering black artists and showcasing entertainment content by and about people of African descent.

- Asian Pacific American Visionaries

- Asian Pacific American Visionaries Short Film Festival (HBO)
- Black Filmmaker Foundation [BFF] (HBO)
- Blackstar Film Festival (HBO)
- Brave New Films – Diversity Fellowship (HBO)
- BronzeLens Film Festival (Turner)
- ComplexCon (HBO)
- Covenant House – Digital Dove (HBO)
- CultureCon (HBO)
- Documentary Festival [DOC NYC] (HBO)
- Evolve (LA Mayor's Office) – Entertainment Inclusion Fund (HBO, Warner Bros.)

## ASIAN PACIFIC AMERICAN VISIONARIES

Launched in 2016, HBO Asian Pacific American Visionaries (HBO APAV) is a short film competition that gives emerging filmmakers of Asian and/or Pacific Islander descent the opportunity to showcase their work to a global audience. Judged by a panel of HBO executives and community leaders, the competition seeks to identify cinematic storytellers who offer unique perspectives of the Asian Pacific-American experience. Three winners are selected to premiere their films on HBO platforms in May, in celebration of Asian Pacific American Heritage Month. HBO APAV celebrates its third year in 2019.

## FILM FESTIVAL & MEDIA EVENTS SPONSORSHIPS (CONT.)

- Gay & Lesbian Alliance Against Defamation [GLAAD] (AT&T, HBO, Turner, Warner Bros.)

- Hola Mexico – Tomorrow Filmmakers Today (HBO)
- Independent Filmmaker Project (IFP) – Blackhouse – Multicultural Producers Lab & IFP Week (HBO)
- Independent Television Festival Episodic Competition [ITVFest] (HBO)
- Indian Film Festival (HBO)
- Jewish Film Festival (Turner)
- LA Asian Pacific Film Festival – Visionaries Short Film Competition (in partnership with MCM) (HBO)
- LA Gay & Lesbian Film Festival (HBO)
- LA SkinsFest – Native American Writer/Producers Program (HBO, Turner)
- Latino Media Summit (HBO)
- Los Angeles LGBT Center – Outset (HBO)
- Martha's Vineyard African American Film Festival Short Film Competition [MVAFF] (HBO)
- Martha's Vineyard Comedy Festival (HBO)
- Miami International Film Festival – IberoAmerican Feature Film Competition (HBO)
- Miami International Film Festival – IberoAmerican Short Film Competition (HBO)

### GLAAD

In support of WarnerMedia's continued interest in inclusivity, we work closely with GLAAD, the world's leading LGBTQ+ media advocacy organization. In 2018, HBO, Warner Bros. Media and Turner sponsored the GLAAD Awards in Los Angeles, which recognizes and honors fair, accurate and inclusive representations of the LGBTQ+ community in media.

- National Association of Latino Independent Producers Diverse Women in Media Initiative Forum (NALIP)
- National Association of Latino Independent Producers Latino Lens Incubator [NALIP] (HBO)
- National Black Arts Festival (Turner)
- NewFest LGBT Festival (HBO)
- New Filmmakers LA: Short Film Incubation, LatinX Film Incubation Program (HBO)
- New York Latino Film Festival (HBO)
- New York Television Festival Episodic Lab [NYTV] (HBO)
- Oska Bright Film Festival (Turner)
- Outfest – Outset LGBT Incubation/Lab Program (HBO)
- Out on Film (Turner)
- Princess Grace Foundation (HBO)
- Provincetown Film Festival (HBO)
- Queer | Art : Queer|Art|Film & Queer|Art|Prize (HBO)
- South Asian Film Festival (HBO)
- Streetlights – Production Training & Apprenticeship Program (HBO)
- Sundance Film Festival (HBO)
- Sundance Momentum Fellowship – Sundance Institute | Warner Bros. Feature Film Directors Track (Warner Bros.)
- Television Academy Foundation Internship Program (HBO)
- Urban Word – Black Girl Magic Ball (HBO)
- Urbanworld – Urbanworld Digital (HBO)
- Voto Latino (HBO)
- Women in Comedy Film Festival – Insider Short Film Challenge (HBO)

# STATE INITIATIVES

We are proud that our commitment to the community made a positive impact at the state and local levels in 2018. Our support in Colorado, Mississippi and Oklahoma exemplifies that.



## COLORADO

The Libre Institute's Youth Leadership Program provides primarily Hispanic students ages 12–19 with encouragement and empowerment to pursue the American Dream. We are proud to support this program, which equips students for life as they learn about community service, professional development, college readiness, entrepreneurship, civic engagement and volunteerism.



## MISSISSIPPI

The Meridian Freedom Project High School and College Success Project provides low-income African-American ninth- to 12th-grade students at Meridian High School with year-round rigorous academic support. Our support of this program helps these students prepare for college, complete educational travel, and keep on track to graduate from high school and attend college.

Our support provided scholarships to low-income, primarily African-American students attending Jackson State University during the spring and fall semesters.



## OKLAHOMA

We supported American Indian and Alaska Native (AIAN) students, tribal colleges and universities through scholarships and career partnerships that help students create a pathway to academic and, eventually, career success.

Over 1,500 AT&T employees participated in volunteer events in Oklahoma and other states to support the Special Olympics.



**3 / CUSTOMERS**

# ALL INFLUENTIAL

AT&T's global customer base is as diverse as the world's population, so we ensure our advertising and marketing connect with consumers in culturally relevant ways and our media and programming reflects our audiences.



# TURN UP THE LOVE



The first large-scale music festival, LOVELOUD. A millennial- and Gen Z-friendly “always on” platform. A historic partnership. Turn Up the Love has it all.

A vibrant, inspiring initiative, Turn Up the Love positioned AT&T as an entertainment leader and unparalleled supporter of the LGBTQ+ community.

At the 2018 “Wango Tango by AT&T,” we also announced a \$1 million contribution to The Trevor Project, the leading national organization providing crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender, queer and questioning young people under 25.



## TURN UP THE LOVE CAMPAIGN RESULTS

**1B**

EARNED MEDIA IMPRESSIONS

**117MM**

PAID MEDIA IMPRESSIONS

**37MM**

ENGAGEMENTS

**36MM**

VIDEO VIEWS

## LOVELOUD RESULTS

**7.3MM**

LOVELOUD TOTAL STREAMS

**1.3MM**

#LOVELOUD MENTIONS

**#3**

WW TREND ON TWITTER

**3.9B**

IMPRESSIONS

Showcased AT&T’s unwavering commitment to the LGBTQ+ community through ownable, first-of-its-kind entertainment experiences.

AT&T received the 20/20 Vision Award from The Trevor Project for our distinguished record as an LGBTQ+-friendly employer.

Drove 750 qualified volunteer applicants (including AT&Ters) to The Trevor Project.

Engaged 40+ employees to become The Trevor Project volunteers.

# #SEEHER

Presented at the 2018 Makers Conference, #SeeHer is a gender equality platform that seeks to improve representation of women and girls in advertising and media as measured by the Gender Equality Measure (GEM™).

In 2018, AT&T created and implemented an Inclusion Playbook that provides thought starters for content creation teams to accurately portray multicultural people and eliminate the inclusion gap in AT&T content. Designed as a tool for eliminating bias in content and improving GEM scores, this program drove innovation in copy testing of ads to improve GEM scores and was recognized by the Association of National Advertisers (ANA) as leading positive change via the #SeeHer initiative.

At the 2018 Makers Conference, we made our first public pledge to remove bias from content.



## HBO – “BECAUSE OF HER” CELEBRATING FEMALE TALENT

HBO’s #Becauseofher campaign pulls key scenes from various series and, in different ways, lifts the veil on the female talents driving them.

## GENDER EQUALITY

For the second straight year, AT&T is the only U.S.-based telecommunications company to be recognized as a leader in advancing gender equality by the Bloomberg Gender-Equality Index. We’re proud of this recognition because it reflects our commitment to equality, one of our core values.



**41**

POSTS YTD

**2,959,390**

IMPRESSIONS

**145,891**

VIDEO VIEWS

**5.41%**

AVG. ENGAGEMENT RATE

# DREAM IN BLACK



Dream in Black from AT&T supports, empowers and celebrates black culture and the creators who shape it. The always-on platform supports the hope-focused, future-forward desires of black consumers who are boldly pursuing their goals.

Dream In Black’s cultural positioning and platform allows AT&T to drive authentic and meaningful relationships with the black community. It is rooted in AT&T’s technology, innovation and entertainment which helps to power the possibilities.



**THE LAUNCH OF DREAM IN BLACK WAS A WATERSHED MOMENT IN CULTURE, WINNING WITH CONSUMERS AND THE INDUSTRY. 2018 AWARDS AND ACCOMPLISHMENTS INCLUDE:**

- 2018 Essence Festival Sponsor of the Year
- Reggie Award: Multicultural Segment Campaign
- LA Addy: Bronze Multiple Event Campaign
- Hermes Award: Gold Print Media
- Hermes Award: Platinum Print Media



Dreaming to me, means allowing others to Dream in Black. When our dreams are coming true, we need to enable the next person’s dream.

– GABRIELLE UNION



**15.3B**

IMPRESSIONS

**782MM**

ENGAGEMENTS

**335MM**

REACH

# XANDR NEXT CONFERENCE

Xandr believes that “All of Us” includes not only our employees, but also our customers. 2018 marked the first time in our history that we actively brought our diversity and inclusion efforts to the forefront of a conversation with our customers on a business-focused platform.

In May of 2018, AppNexus, a Xandr Company, hosted its NEXT conference, the world’s leading destination for quality, efficient and brand-safe insights and innovation in the world of digital advertising. The event was open to our customers and peers in the space and covered topics like “Building a Better Marketplace” and “How to Thrive Post GDPR.”

As part of the programming, we made a deliberate decision to include our customers and peers in a conversation about diversity and inclusion. Titled “Driving Creativity and Results Through Inclusion and Diversity,” the session was hosted and facilitated by Antoinette Hamilton, vice president of Diversity and Inclusion.

At our 2018 annual London client event, we demonstrated our commitment to raising awareness of the challenges our industry faces around diversity and inclusion by prompting the leaders in the room – 50 from major publishers and agencies across the UK – to think differently in order to drive positive change. Presented as part of our main stage agenda, the session was extremely well received by clients.



# MULTICULTURAL MARKETING

Recognizing the value of multicultural consumers, we work to serve our customers in the languages they prefer. We provide customer support in over 160 languages and more than 3,000 of our employees serve customers in languages other than English.

## Gracias Por Elegir AT&T

### AT&T **Conexión**

Our 2018 AT&T Conexión campaign focused on serving the Hispanic/Latino market segment with in-language retail merchandising and support. Our Spanish-language merchandising was designed to welcome and acknowledge these customers – supported by in-language tools and resources provided to our retail sales representatives. We carried this through with creative messaging that resonated with the Hispanic population and marketing synergies via mobile events.

- 599 Conexión retail locations
- La Voz de Conexión sales newsletter
- myCSP Conexión retail platform



## 我可以幫您!

### ASIAN COMMUNITY MARKETING

Whether it is donning a dragon suit at the Lunar New Year Parade or celebrating the TET Festival with the Vietnamese community in Southern California, our teams become a part of the communities where we do business. Our Japanese-language billboards in the heart of the Japanese community in Torrance, Calif., as well as our Korean language online video ads, make it clear diversity is more than just lip service for us. We are committed to reaching out to our consumers in their language with advertising that is relevant and meaningful.



# PURPOSEFUL STORYTELLING

The HBO logo is displayed in a white square with a blue shadow effect, positioned in the top-left corner of the logo grid.The otter logo is displayed in a white square with a blue shadow effect, positioned in the top-right corner of the logo grid.The Turner logo is displayed in a white square with a blue shadow effect, positioned in the bottom-left corner of the logo grid.

At the WarnerMedia companies (HBO, Otter Media, Turner, Warner Bros.), we believe in purposeful storytelling. It's our aim every day to inspire, inform and entertain our audiences with high-quality, diverse content. As we work toward diversity, equity and inclusion in front of and behind the camera, we seek to bring our audiences stories that have purpose and impact and amplify voices that need to be heard.

# WARNERMEDIA DIVERSITY AND INCLUSION POLICY

## WARNERMEDIA

On September 5, 2018, announced the industry's first Diversity and Inclusion Policy:

WarnerMedia companies – Warner Bros., HBO, Otter Media and Turner – have long been committed to diversity and inclusion as moral and business imperatives. It is essential that our content and creative partners reflect the diversity of our society and the world around us. Together with other production companies, networks, guilds, unions, talent agencies and others in the industry, we all must ensure there is greater inclusion of women, people of color, the LGBTQ+ community, those with disabilities and other underrepresented groups in greater numbers both in front of and behind the camera.

For our part, WarnerMedia pledges to use our best efforts to ensure that diverse actors and crew members are considered for film, television and other projects, and to work with directors

and producers who also seek to promote greater diversity and inclusion in our industry. To that end, in the early stages of the production process, we will engage with our writers, producers and directors to create a plan for implementing this commitment to diversity and inclusion on our projects, with the goal of providing opportunities for individuals from underrepresented groups at all levels. And we will issue an annual report on our progress.

The companies of WarnerMedia have a historic and proven commitment to diversity and inclusion. But there is much more we can do, and we believe real progress can be made in the industry. We will work with our partners in the entertainment community to make this commitment a reality.

We are committed to increasing the diversity of the content we offer our customers. In 2018, our diverse HBO, Turner, Warner Bros. and Otter programming reflected our commitment to this new policy.



Encouraging and valuing diverse perspectives and supporting the unique voices of the talent we work with is essential to grow our company and in creating world-class content. Reflecting the diversity of our customers in front of and behind the camera helps us to authentically inform, educate and inspire people all around the world.

– JOHN STANKEY  
Chief Executive Officer – WarnerMedia





By employing diverse on- and off-screen talent, HBO is bringing rich, diverse programming to viewers through TV shows and movies like these:



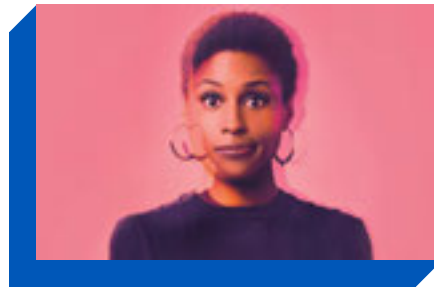
### 2 DOPE QUEENS

Based on the hit podcast, this show features female comedians, comedians of color and LGBTQ+ comedians in an effort to represent people from different backgrounds.



### BEING SERENA

Follow tennis icon Serena Williams at a pivotal moment in her personal and professional life in this five-part HBO Sports series.



### INSECURE

This comedy series looks at the friendship of two black women in a unique, authentic way. It features the music of both indie and established artists of color, and touches on a variety of social and racial issues that relate to the contemporary black experience.



### FAHRENHEIT 451

This movie depicts a future where the media is an opiate, history is rewritten and “firemen” burn books.



### KING IN THE WILDERNESS

King in the Wilderness chronicles the final chapters of Dr. Martin Luther King Jr.’s life, revealing a conflicted leader who faced an onslaught of criticism from both sides of the political spectrum.



### NOTES FROM THE FIELD

Tony and Pulitzer Prize nominee Anna Deavere Smith brings her acclaimed one-woman show of the same name to the screen. The HBO Film presentation dramatizes accounts of students, parents, teachers and administrators caught in America’s school-to-prison pipeline, which pushes underprivileged minority youth out of the classroom and into incarceration.



### RANDOM ACTS OF FLYNESS

“Random Acts of Flyness” is a late-night series from artist Terence Nance. The six-episode season explores evergreen cultural idioms such as patriarchy, white supremacy and sensuality from a new, thought-provoking perspective.



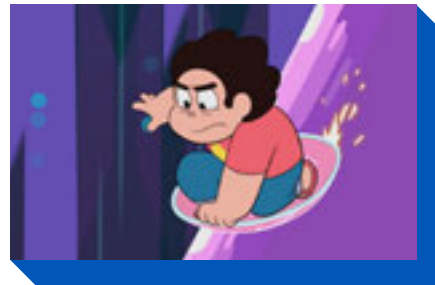
# Turner

At Turner, it's essential that our content and creative partners reflect the diversity of our society and the world around us. Our fans want authenticity, and our brands are creating content that reflects and connects with our audience through storytelling efforts like these:



## AMERICAN WOMAN IN POLITICS

A five-part CNN digital series hosted by Brooke Baldwin featuring interviews with female candidates running in what was one of the most historically unprecedented elections to date.



## STEVEN UNIVERSE

Cartoon Network's long-running animation series continues to lead the way in LGBTQ+ representation for kids programming.



## SHATTERBOX

TNT, in partnership with Refinery29, launched season two of "Shatterbox," the film series giving female storytellers a platform to create short films that redefine identity, imagination and storytelling through the female lens.



## THE BLACK EXPERIENCE ON FILM

Turner Classic Movies (TCM) partnered with the African American Film Critics Association (AAFCA) during September 2018 to showcase wide-ranging retrospective portrayals of African Americans from the 1920s through the 1990s.



## LAFF MOBB'S LAFF TRACKS

A unique comedy series that features an eclectic, diverse mix of emerging comedians (predominantly African American and Hispanic).



## LAST O.G.

New series launched in 2018 about an ex-con (Tracy Morgan) who is shocked to see just how much the world has changed when he is released from prison after a 15-year stint. The show has inspired a "Second Chances" digital series and a pro-social campaign: As part of the TBS-sponsored New York Comedy Festival, Tracy and Cedric the Entertainer hosted "A Toast to the O.G.'s of Comedy," a night of stand-up featuring an array of young comedians. Event proceeds (over \$14,000) benefited the Fortune Society, a charity that supports successful reentry from incarceration.



## FILM INDEPENDENT/PROJECT INVOLVE

Turner is the lead sponsor of Project Involve, a program that offers up-and-coming film professionals from underrepresented communities the opportunity to hone skills and gain industry access necessary to succeed as working artists.



At Warner Bros., we honor and celebrate the broad range of differences among us, while also embracing the things we all share. This extends into the production, marketing and distribution of diverse content that reflects our global audience.



### THE ELLEN DEGENERES SHOW

Continues to be the daytime destination for laughter, generosity and fun, highlighting Ellen's one-of-a-kind humor, warmth and kindness. The show upholds its reputation as a leader in the daytime talk show genre with unparalleled celebrity interviews, musical performances, topical stories, extraordinary human-interest guests and sought-after viral sensations worldwide.



### CLAWS

"Claws" is a midnight-dark, wickedly funny meditation on female badness set in a South Florida nail salon. It follows the rise of five diverse and treacherous manicurists working at the Nail Artisan of Manatee County salon, where there is a lot more going on than silk wraps and pedicures. "Claws" is about good women caught in bad places with worse men. It's the story of hardworking women trying to get by in this economy, set against the surreal, bright, gritty landscape of Florida and the luscious, absurd, extreme excesses of the crime world. "Claws" airs on TNT.



### AQUAMAN

For *Aquaman*, we executed a campaign that reflected James Wan's and Warner Bros.' joint commitment to diversity and inclusion. We leveraged the diverse talent, Jason Momoa, a star that transcends cultural lines, and Amber Heard, who openly embraces the Hispanic community she grew up in and speaks fluent Spanish, to create a campaign that reached across audience groups to establish Aquaman as a global hero.



### QUEEN SUGAR

The contemporary drama "Queen Sugar," set in Louisiana, chronicles the lives and loves of the estranged Bordelon siblings: Nova (Rutina Wesley), a world-wise journalist and activist; Charley (Dawn-Lyen Gardner), a savvy professional who returns to Louisiana from Los Angeles to help with the family sugarcane farm; and Ralph Angel (Kofi Siriboe), a formerly incarcerated young father in search of redemption. The show is produced for OWN by Warner Horizon Scripted Television. The executive producers are award-winning filmmaker Ava DuVernay, Oprah Winfrey, Paul Giamatti and Anthony Sparks. The series is based on the book by Natalie Baszile.



### ALL AMERICAN

Inspired by the life of NFL player Spencer Paysinger and premiering in 2018, "All American" is from Warner Bros. Television and CBS Television Studios in association with Berlanti Productions.



### CRAZY RICH ASIANS

The first major Hollywood movie featuring an Asian and Asian-American cast in 25 years made \$237 million worldwide at the box office and became the highest-grossing romantic comedy of the past decade.



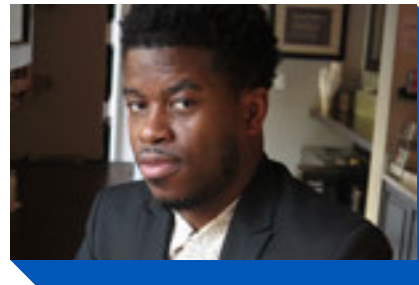
### OCEAN'S 8

With its female-driven storyline, *Ocean's 8* made over \$297 million worldwide. Its ensemble cast included Sandra Bullock, Cate Blanchett, Anne Hathaway, Mindy Kaling, Sarah Paulson, Awkwafina and Rihanna.



### RAMPAGE

The audience appeal of Dwayne Johnson transcends cultural boundaries and reaches multicultural audiences in a big way. To further engage moviegoers we focused our marketing strategy on social outreach and partnerships that positively impacted the community, generating a large volume of positive sentiment and coverage.



### TAMIR MUHAMMAD

In November, WarnerMedia executive/producer Tamir Muhammad signed a multiyear overall film and television deal with Warner Bros. for his newly launched production company, Populace. Muhammad will develop original scripted and unscripted programming for the Warner Bros. Television Group and theatrical films for the studio.



### JANINE SHERMAN BARROIS

“Claws” executive producer/showrunner Janine Sherman Barrois signed a new, exclusive multiyear overall deal with the Warner Bros. Television Group. Under the pact, Sherman Barrois continues to run “Claws,” produced by WBTVG’s Warner Horizon Scripted Television division, and will develop new projects for the studio.



### WENDY CALHOUN

Drama writer-producer Wendy Calhoun has signed a multiyear overall deal with Warner Bros. Television. Under the pact, Calhoun will be developing and writing new series for broadcast, cable and on-demand/streaming outlets.



### AVA DUVERNAY

Warner Bros. Television Group and Emmy®-winning/Oscar®-nominated writer/producer/director Ava DuVernay joined forces in November for a landmark multiyear creative partnership. DuVernay will develop new television projects – drama and comedy series, longform/event series, documentaries, potential digital content and more – for all platforms, including broadcast networks, premium/pay and basic cable channels, and streaming/on-demand platforms.



### DAN LIN

Dan Lin reupped his first-look film deal with Warner Bros. in May of 2018. The new agreement is now with the producer’s Rideback film and television production company, which will be known as a next-generation company focused on filmmaker collaboration.



### ROBERTO PATINO

Writer-producer Roberto Patino signed an exclusive multiyear overall deal with Warner Bros. Television. Under the pact, Patino will develop new material for the studio geared toward premium cable and streaming outlets.



### NKECHI OKORO CARROLL

Nkechi Okoro Carroll signed an exclusive, multiyear overall deal with Warner Bros. TV in April 2018 to develop original series for broadcast, cable, streaming and on-demand platforms. In October 2018, she was promoted to executive producer and named showrunner of new drama series “All American.” Before turning to TV writing, Carroll served as an economist at the Federal Reserve following college. She grew up in Nigeria, Cote d’Ivoire, the UK and the U.S., and speaks multiple languages. She is keenly interested in continuing to promote diverse voices and experiences in her work.



### GREG BERLANTI

On the heels of Greg Berlanti setting a new record for a producer with 15 current live-action scripted series, he has reupped his overall deal with the studio behind all of his shows. Berlanti has signed an extension of his exclusive overall development and production deal with Warner Bros. Television Group that will keep him at the studio through 2024.



At Otter Media, we create for a new generation that consumes content differently, engages with brands differently, pursues their passions differently, and considers a different set of talent worthy of their fandom. They demand diverse voices, inclusive storylines and the ability to interact with the stories and creators they love.



### ALWAYS OPEN

Co-hosted by real-life female best friends, this podcast normalizes “edgy” topics around female sexuality and relationships from the perspective of women, LGBTQ+ people and allies.



### GEN:LOCK

This animated sci-fi series follows a diverse group of mech pilots fighting for freedom against a xenophobic government. “Gen:LOCK” echoes the casual diversity of shows like “Star Trek” with a voice cast led by Michael B. Jordan, a genderfluid character voiced by Asia Kate Dillon, and an Iranian character voiced by Golshifteh Farahani.



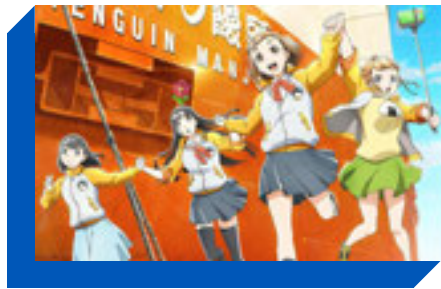
### COMMON GROUND

In this documentary, Gus Sorola, internet personality and son of an immigrant, journeys to his hometown on the border between Texas and Mexico to visit family members, only to discover that his family’s immigration story parallels that of people risking everything to immigrate to the U.S. today.



Fullscreen’s Talent division has a long and proud history of supporting and working with a broad range of diverse talent, shining a spotlight on these voices and helping them bring their messages of inclusion to audiences around the world. Fullscreen has always celebrated the diversity of its talent and is honored to count many of the leading LGBTQ+, female and ethnically diverse voices on every social platform among its brightest talent. Includes Brandon Armstrong, Louie Castro, Denzel Dion, Khadi Don, Jean Elie, Andrew Huang, Zach King, Kenny Knox, Aija Mayrock, Miles McKenna, Andre Meadows, Elle Mills and Alexis Z. Gall.

# otter

## A PLACE FURTHER THAN THE UNIVERSE

Strong female leads, coming of age.




## LIVE FROM WZRD

Original series featuring a diverse main cast and a broad group of socially influential guests.



Hello Sunshine is a media brand and content company dedicated to female authorship and storytelling across all platforms. It produces scripted and unscripted television, feature films, podcasts, audio storytelling and digital series, all driven by a singular mission: to change the narrative for women.



## SHINE ON WITH REESE

The debut series for the Hello Sunshine channel on DIRECTV and DIRECTV NOW, “Shine on With Reese” is Witherspoon’s first-ever unscripted TV show. The series focuses on real talk and laughs with extraordinary women who inspire other women. Guests have included Dolly Parton, Ava DuVernay, P!nk, America Ferrera, Cleo Wade, Elaine Welteroth, Abby Wambach and Glennon Doyle, among other extraordinary female trailblazers.



## BIG LITTLE LIES

Based on Liane Moriarty’s best-selling novel of the same name, the multi-award-winning HBO drama is executive produced by Reese Witherspoon and Nicole Kidman, both of whom lead the all-star cast built of majority female actors. Meryl Streep, Laura Dern, Shailene Woodley and Zoe Kravitz round out the powerhouse ensemble.

# THE AT&T MENTORSHIP PROGRAM

## AT&T HELLO LAB

AT&T is committed to creating an inclusive entertainment industry through initiatives such as The Mentorship Program. Launched in 2017, the program seeks to discover, incubate and empower emerging filmmakers from underrepresented communities to evolve their work, grow their audience and distribute their short films on owned platforms DIRECTV and DIRECTV NOW.



In 2018, results from this program were positive, connecting with consumers through panels and screenings at major film festivals, media partnerships and entertainment relationships.

THROUGH THESE STRATEGIES, WE GENERATED:

# 34MM

VIEWS

# 74MM

IMPRESSIONS

# 2MM

ENGAGEMENTS



4 | **SUPPLIERS**

For 50 years, AT&T has led the industry in efforts to partner with diverse businesses. Through our Supplier Diversity program, we've built a strong network of suppliers who share our commitment to diversity and inclusion.

**ALL INNOVATIVE**



# 50 YEARS OF SUPPLIER DIVERSITY SUCCESS

Our Supplier Diversity program is an integral part of AT&T's business practices. Serving AT&T Inc., AT&T Communications and Xandr, this program connects certified, diverse, minority-, women-, service-disabled veteran-, veteran-, LGBTQ+- and disability-owned businesses and enterprises with opportunities to provide products and services to AT&T around the world. Our supply chain process embraces the AT&T culture of ensuring that diversity and inclusion are significant factors in all of our corporate endeavors, including supplier selection. Our program seeks to drive accountability and rewards suppliers who demonstrate strong D&I values and enables AT&T to make a positive impact in the economic growth of diverse communities.



In 2018, AT&T commemorated 50 years of efforts to engage diverse businesses as part of the AT&T Supplier Diversity program. We're proud to be one of the first

corporations in the United States to have such a program. Launched in 1968, this program was originally created in response to the civil unrest and economic disparities many diverse businesses encountered.

Since 1968, AT&T has spent over \$173 billion with minority, woman, service-disabled veteran, LGBTQ+, veteran and disability businesses. Working with these businesses adds value to our company through innovation and fresh ideas.

Last year, we refreshed our program to align with our corporate focus on diversity and inclusion and ensure we are cascading our efforts to all suppliers.

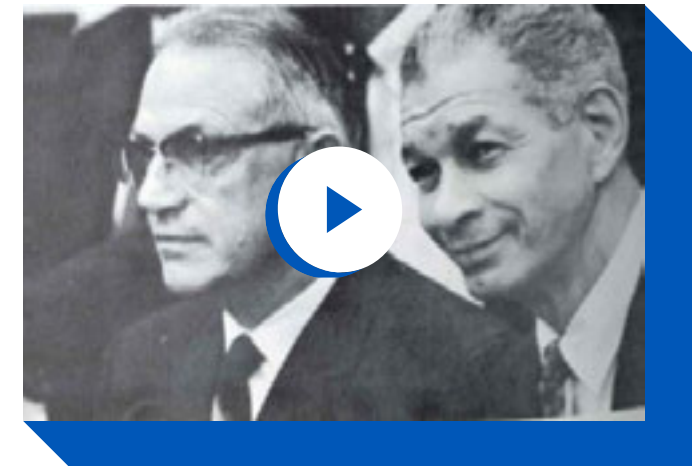
Our goal is to make meaningful and measurable contributions to the economic growth of diverse companies and communities. We have started to measure the ripple effect of gauging the percentage of diverse employees employed by our current suppliers. This effort is critical to stimulating job growth in diverse communities.

We also focus on fostering education and training initiatives with diverse firms. As technology and innovation become primary drivers of business growth and success, we want to ensure our diverse businesses also make the investment in improving opportunities for technical development and act as a catalyst for new diverse business opportunities.

Since 1968, AT&T has spent over

## \$173B

with minority, women, veterans, service-disabled veteran, LGBTQ+- and disability-owned businesses.



# SUPPLIER PROGRAMS

## AT&T Prime Supplier Program

AT&T has been a longstanding leader in supplier diversity by identifying and promoting diverse businesses for contract opportunities. The AT&T Prime Supplier program has been instrumental in helping AT&T's primary suppliers increase the use of certified minority-, women-, service-disabled veteran- and veteran- and LGBTQ+- owned businesses in their supply chain.

Supplier diversity managers collaborate with Prime Suppliers to create meaningful goals and develop detailed plans for utilization of diverse suppliers for Tier 2 opportunities. Diversity managers monitor the performance of Prime Suppliers, identify those underperforming against their goals and implement creative actions plans to drive increased use of diverse suppliers. In 2018, the AT&T Prime Supplier program continued its focus on increasing both overall results and the number of contracts awarded to diverse subcontractors, resulting in over \$2.4B in Tier 2 spend.

## AT&T Diverse Supplier Mentoring

AT&T Supplier Diversity sponsors its signature diverse supplier mentorship program. The Business Growth Acceleration Program (BGAP) was created to help diverse-owned businesses thrive. We offer sponsorships to a select group of qualified business leaders who meet the criteria and are looking to take their businesses to the next level.

## WarnerMedia Supplier Diversity

In 2018, WarnerMedia continued its affiliation with the National Minority Supplier Diversity Council (NMSDC – where WarnerMedia holds the position of board treasurer), the Women's Business Enterprise National Council (WBENC – where WarnerMedia chairs the board's Nominating and Governance committees) and the National LGBT Chamber of Commerce (NGLCC). Through these partnerships, HBO, Turner Broadcasting and Warner Bros. participated in regional and national outreach events throughout the year. These included dedicated matchmaker sessions, trade show exhibitions and roundtable discussions, as well as supplier mentorship and capacity-building programs. We worked to promote diversity and inclusion within our supplier base, with special emphasis on those involved in the production and postproduction space. In support of this effort, WarnerMedia has led the Studio Collaborative, an affiliation of all major studios aimed at identifying and promoting the inclusion of diverse businesses in the media and entertainment industry. This effort has extended to the creation of an industrywide diverse supplier production directory, available for use by all studios.



# AT&T DIVERSITY SPEND\*

**\$15.1B**

Spent with businesses owned by certified minority women, service-disabled veterans, LGBTQ+ people, veterans and people with disabilities.

**26.8%**

Of total corporate spend.

## Diversity Spend Breakdown

**\$10.3B**

MBE – MINORITY BUSINESS ENTERPRISES: SPEND  
18.3% vs 15.0% goal

**\$4.5B**

WBE – WOMEN BUSINESS ENTERPRISES: SPEND  
8.0% vs 5.0% goal

**\$243MM**

DVBE – DISABLED VETERAN BUSINESS ENTERPRISES: SPEND  
0.4% vs. 1.5% goal

**\$3MM**

LGBTQ+ BUSINESS ENTERPRISES: SPEND

**\$32MM**

VBE – VETERAN BUSINESS ENTERPRISES: SPEND

**\$4MM**

DVE – DISABILITY BUSINESS ENTERPRISES: SPEND

# 2018 SUPPLIER DIVERSITY RECOGNITION

AT&T received 14 national and six regional awards in recognition of our stellar record of working with diverse suppliers. We were especially thrilled to be named Corporation of the Year by the National Minority Supplier Development Council (NMSDC).

## 14

NATIONAL AWARDS

- Asia Society, Asia Society Corporate Survey
- Best of the Best Corporations for Inclusion – National Business Inclusion Consortium – National
- *Black Engineer*, 2018 Black Engineer of the Year Award Advocacy
- *Black EOE Journal*, Top Supplier Diversity Program
- Dallas Fort Worth Minority Supplier Diversity Council, (DFWMSDC), Buy Those That Buy Us
- *DiversityInc*, Top Companies in Supplier Diversity – Ranked #6
- *DiversityPlus* magazine, 2018 Top Champions of Diversity
- Greater Women's Business Council (GWBC), Top Corporation Award for WBEs
- Latin Business Association – Women in Diversity Award – Regional
- National Business Inclusion Consortium, 2018 Best-of-the-Best Corporation for Inclusion
- National Minority Supplier Development Council (NMSDC), Corporation of the Year
- *Negocios Now*, 2018 Who's Who in Hispanic Chicago
- Omnikal, Top 50 Organizations for Multicultural Business Opportunities
- Technology Industry Group (TIG), National Corporation of the Year
- Top 20 Bay Area Companies for Supplier Diversity – *SF Times* – AT&T Ranked #8
- United States Hispanic Chamber of Commerce (USHCC), USHCC Million Dollar Club
- *U.S. Veterans* magazine, 2018 Best of the Best List for Veterans Businesses
- Women's Business Enterprise National Council (WBENC), 2018 Top Corporation Award for WBEs
- Women's Business Council Southwest (WBC-SW), Corporate Champion Award
- *Women's Enterprise USA* magazine, 2018 Top 100 Leaders in Supplier Diversity

## 6

REGIONAL AWARDS



**5 / APPENDICES**

## AT&T Employee Resource Groups



### ABILITY

- Founded in 1989 as IDEAL
- Rebranded in 2018 as Ability
- 4,900+ members
- Dedicated to creating a culture of understanding, awareness, advancement and advocacy for individuals with disabilities.

### 2018 INITIATIVES:

- Re-branded from IDEAL “Disability Advocates” to Ability “Advance, Advocate, Educate.”
- Re-energized ERG by adding two new chapters and increased membership.
- Partnered in an ATO Initiative in corporate-wide “Invisible Diversities” panel webcast.
- Awarded \$16,000 in scholarship funds.



### AT&T VETERANS

- Founded in 1983
- 44 chapters nationwide
- 10,300 members (veterans and non-veterans) with a passion for serving those who served
- Four core pillars: Help, Heal, Honor, Educate.

### 2018 INITIATIVES:

- Contributed over 22,000 volunteer hours to Carry the Load, American Corporate Partners, Team Rubicon, Wreaths Across America and other veteran-focused events.
- Donated over \$18,000 to sponsor AT&T’s Carry the Load relay participants.
- Awarded \$84,000 in scholarships.
- Sponsored Memorial Day and Veterans Day events across the country.
- Received an ERG in Action Award for Operation Gratitude initiative. Raised over \$30,000 and put together over 17,000 care packages & swag bags for service members.



### FACES

- Founded in 1985
- Over 3,495 members
- 10 chapters
- Champions diversity and inclusion, cultural awareness and personal as well as professional advancement through corporate involvement and community volunteerism in support of AT&T’s business imperatives.

### 2018 INITIATIVES:

- Awarded 28 U.S. students with \$53,000 in scholarships – two times more than in 2017.
- Awarded two students in impoverished and war-torn areas of the Philippines full-ride scholarships totaling \$10,000 for studying STEM at their universities.
- Continued to equip its members for the future with “Learn to Code” Learning Series.
- Collaborated with other organizations on fundraising and member events.



### HACEMOS

- Founded in 1988
- 10,950 members
- 42 chapters nationwide
- Foster an environment where people support and encourage each other to succeed professionally, personally and in the community.

### 2018 INITIATIVES:

- Raised \$279,000 for academic scholarships.
- Celebrated 20th anniversary of High Tech Day, exposing 800 underrepresented students across the U.S., Puerto Rico and Mexico to the career opportunities in STEM fields with hands-on tech demos and workshops.
- In partnership with the AT&T Houston IoT Foundry, developed a technical solution to support the “Blind Captain” in becoming the first person to kayak solo from Asia to Europe across the Bosphorus Strait.
- Participated in a service trip to Puerto Rico to help provide hurricane victims with clean water.



### ICAE

- Founded in 1983
- 2,700 members
- Seven councils
- Common-interest organization committed to cultural development, career advancement, education, understanding and general well-being of all employees, more specifically Native Americans.

### 2018 INITIATIVES:

- Launched the Violence Against Women Campaign, bringing awareness to missing and murdered indigenous women and girls across the nation.
- Collaborated with HR to connect Native American prospective hires with final employment testing requirements to increase Native hiring.
- Provided educational opportunities to Native students through after-school programs, language preservation, traditional culture and artisan skills.
- Awarded \$30,000 in scholarships to Native American undergraduates.



### INSPIRASIAN

- Founded in 2006
- 8,000 members
- 14 chapters
- Fosters appreciation and inclusion in our workplace and community, a celebration of Asian & Pacific Islander heritage by increasing cultural awareness and developing leaders. We deliver meaningful events & innovative programs that inspire individuals to make a difference.

### 2018 INITIATIVES:

- Introduced Together We Thrive, an Asian & Pacific Islander-focused initiative addressing unconscious bias and binary thinking in the workplace.
- Celebrated 40 Years of InspirASIAN with coast-to-coast events that shared members’ pasts, recognized present outstanding community and employee leaders, and equipped attendees for the future with messages delivered by AT&T’s senior executives.
- Launched DARE TO BE Scholarship Campaign.
- Awarded over \$135,000 to nearly 100 senior high school students.



### LEAGUE

- Founded in 1987
- 5,500 members
- 39 chapters
- Promotes innovation and inclusion in a supportive environment for LGBTQ+ employees and allies.
- Committed to championing diversity by developing transformational leaders within our company and communities.

### 2018 INITIATIVES:

- Focused on elder LGBTQ+ citizens through AT&T's partnership and \$10,000 sponsorship of SAGE USA.
- Awarded 12 scholarships totaling \$27,000.
- Produced Our Health, One Community health-focused event to connect local health and wellness coaches with ERG members in person and via webcast. Nearly 700 employees representing most ERGs participated.



### THE NETWORK

- Founded in 1969
- 11,000 members
- 28 chapters
- Seeks to be a premier leader in providing growth opportunities through sustainable programs that build future generational leaders within the industry and community.

### 2018 INITIATIVES:

- Hosted Transformation Thursdays, providing cutting-edge skills and development training to their members.
- Piloted eSTEAM Fairs in Dallas and Milwaukee to expand the educational achievement of high-performing African-American youth.
- Promoted ACCESS from AT&T to bridge the digital divide in the African-American community.



### OASIS

- Founded in 2001
- 5,700 members
- Seven chapters
- Provides a framework to help global members identify ways to better leverage their talent, connections and engagements within their organization and community.

### 2018 INITIATIVES:

- Launched DAWN, the Development of Asian Women and Networking initiative, to empower Asian female leaders globally.
- Connected over 50 high-profile mentors to small, close-knit circles through its National Mentoring program.
- Received an ERG in Action award for Press Pause program, a unique training experience that stresses the importance of mindfulness to rejuvenate.
- Inspired others with storytelling that makes an impact on the community through the #APOSTROPHE initiative.





### OXYGEN

- Founded in 2011
- 16,000+ members
- 27 chapters
- Enhance understanding, increase retention, engage, encourage and develop leadership skills among AT&T employees, with an emphasis on young professionals.

### 2018 INITIATIVES:

- Developed and implemented Unite and Restore app that enables employees and contractors of AT&T to request and provide support to each other during periods of crisis or disaster.
- Introduced Personal Breakthroughs Part 2 program, designed to continue the conversation on equality and diversity in the workplace through a video-based social media campaign.
- Awarded over \$82,000 in scholarships.

### PROFESSIONALS



### PROFESSIONALS 50 AND FORWARD

- Founded in 2014
- 6,400 members
- 12 chapters
- Help members and communities succeed in tomorrow's world by sharing combined personal and professional strengths.

### 2018 INITIATIVES:

- Launched Digital You for Seniors and Caregivers – Cyber Safety for the Young at Heart!
- Established Words of Wisdom pilot mentoring program with four Historically Black Colleges and Universities.
- Established P50 Lifelong Learner scholarship program for nontraditional students.
- Awarded \$8,000 in scholarships.



### WOMEN OF AT&T

- Founded in 1972
- 26,000+ male & female members
- 42 chapters + 300 members-at-large
- Connect and inspire members to achieve their personal and professional goals and to effect change in the community.

### 2018 INITIATIVES:

- Ran the WOA Self-Development Webinar Series, covering topics like cybersecurity, career building, résumé writing and more.
- Hosted SHIFT Beyond professional development conference. Over 160 attendees enjoyed 12 speakers, including a panel of Disney executives.
- Raised \$151,000 in scholarships.
- Received an ERG in Action award for its extensive Hurricane Harvey Relief Efforts, gathering thousands of dollars of food, clothing, water and other supplies for people in need.
- Based on the chairman's objective of moving from Tolerance to Understanding, WOA developed All Home Safe, a partnership with local police departments that engaged their citizens through STEM events. Local residents learn advanced technology side by side with their law enforcement community.

## Xandr Affinity Groups (Formerly AppNexus Affinity Groups)

### APPNEXUS LATINO ALLIANCE (ALA)

- ALA was founded in 2015 and has over 100 members globally. It aims to empower members of the Latin-American community, fostering the bonds within the organization and at large by providing a forum for recognizing their contributions to the organization. ALA is an inclusive forum, providing networking opportunities that support efforts to increase cultural awareness, community outreach and the promotion of diversity.

### 2018 INITIATIVES:

- Hosted a keynote talk by Mirian Zoila Pérez, award-winning queer Cuban-American writer and activist.
- Hosted a monthlong celebration of Hispanic Heritage in 2018. This was the group's first time curating programming, which included Family Lunch takeovers, salsa dance lessons, movie screenings and a Duolingo challenge for employees.

### APPNEXUS WOMEN'S NETWORK (AWN)

- AWN has over 200 members globally and was established in 2012. Its mission is to ignite personal and professional growth through networking and educational events driven by the interests of the women of AppNexus, and to positively impact AppNexus' culture by feeding back its recommendations across the company.

### 2018 INITIATIVES:

- Celebrated International Women's Day 2019 globally with food, film and career discussions in our London office.
- Participated in a service project with DevelopHER, one of AWN's impact partners. The project involved an event on career progression.

### BLACKNEXUS

- BlackNexus seeks to advance the careers of black employees, invest in partnerships that promote inclusive environments and provide a support network for our members. BlackNexus is an inclusive forum, seeking to engage our allies, broaden community outreach and transform diversity at Xandr. It was founded in 2015 and has over 100 members globally.

### 2018 INITIATIVES:

- Hosted the "Tech In Color" recruiting event, which resulted in seven applicants and two hires.
- Offered during Black History Month a company-wide private screening of *Black Panther*.
- Participated in a service project in collaboration with Impact partner "All Star Code."

## OUTNEXUS

- Founded in 2014, OutNexus has over 70 members globally. OutNexus stands out and speaks up to help support and empower the LGBTQ+ community by teaching others to be inclusive and accepting through education and supportive resources to promote unity.

### 2018 INITIATIVES:

- Established a new governance structure, complete with its first leadership board ever.
- Raised \$8,000 for Out in Tech during Xandr's 2018 pride fundraiser, "Pie an Executive."
- Collaborated with impact partner "Live Out Loud" on a service project that supported local high school students, welcoming them to a new year and helping promote a positive reflection of the LGBTQ+ community.

## OY!NEXUS

- Oy!Nexus seeks to share and celebrate Jewish culture and holidays, share resources and information and provide an outlet to discuss work-related issues that affect Jewish employees. It was established in 2014 and has over 70 members.

### 2018 INITIATIVES:

- Hosted an intersectional Anti-Semitism and Racism Workshop in 2018.
- Put on the 2018 Sukkot Party.
- Worked, in collaboration with impact partner Books through Bars, to provide quality reading material to prisoners in the tri-state area.

## PARENTS NETWORK

- Founded in 2012, the Parents Network has 90 members and is committed to creating a welcoming work environment for its members and their families.

### 2018 INITIATIVES:

- In 2018 the Parents Network held the annual "Take Your Kid to Work Day" festivities in May, hosting more than 230 children from ages 6 to 16.
- Hosted the annual family Halloween party, which drew 75 children to the office.
- Partnered with other affinity groups, the Parents Network co-hosted family-friendly programming.

## WarnerMedia – HBO Employee Resource Groups



### ALIANZA

- Launched in 2005, Alianza has chapters in New York and Santa Monica.
- Alianza enhances HBO's diversity efforts by educating employees about – and connecting them to – LatinX culture.
- Alianza's tentpole event, the Hispanic Heritage Month Summit, is an empowering experience that honors and celebrates the Latino/Latina culture and the HBO brand by providing employees with educational seminars, employee engagement activities and volunteerism in the community.
- Alianza has recently partnered with Corporate Social Responsibility (CSR) in the adoption of the nonprofit organization HEAF, which provides a continuum of educational and youth development and leadership opportunities to students throughout New York City.



### EMERGE

- Launched in 2005, Emerge has chapters in New York and Santa Monica.
- HBO's black employee resource group is committed to preserving and contributing to HBO's corporate objectives and to increasing opportunities to connect with colleagues through shared interests and experiences.
- Emerge engages its members by partnering with organizations such as National Association for Multi-Ethnicity In Communications, Council of Urban Professionals, and Apollo, helping to broaden their external networks, professional development and cultural experiences.
- Emerge's Black History Month campaigns have been infused with programming from the HBO brand that features African-American talent.



### GENHBO

- Launched in 2016, our young professionals resource group helps to develop, connect and empower the next generation of HBO employees by creating a path of opportunity through networking and mentoring.
- With chapters in New York and Santa Monica, GenHBO cultivates future leadership by giving young professionals a voice and launch pad on the road to success.
- Promoted work-life integration through social and civic activities that are diverse, innovative and educational.
- Mentors employees and provides exciting opportunities through social involvement and community participation.



### HBO PARENTS

- Launched in 2018, HBO Parents has chapters in New York and Santa Monica.
- HBO Parents builds a community of parents who exchange information, share experiences, provide insight and give back to the community at large through activities, volunteering and events.
- HBO Parents has hosted events in New York and Santa Monica to help reduce stress associated with performing two roles – that of an employee and of a caregiver.
- HBO Parents' work-life balance seminars have been well received, encouraging employees to share best practices, resources and strategies as parents.



### HBO PROUD

- Launched in 2005, HBO Proud's New York and Santa Monica chapters promote workplace diversity by supporting an inclusive environment for lesbian, gay, bisexual, transgender and queer/questioning (LGBTQ+) employees and allies of the LGBTQ+ community.
- HBO Proud's mission is to raise awareness and educate employees about the issues that affect their community and increase employee engagement through outreach and involvement with local charity and community organizations.
- Each year, HBO Proud partners with Corporate Social Responsibility (CSR) to celebrate Pride Month, Spirit Day and World AIDS Day. The Spirit Day 2018 campaign engaged over 300 employees who wore purple shirts with a rainbow HBO logo and gathered to celebrate unity with the LGBTQ+ community and to promote an end to bullying against LGBTQ+ youth.
- HBO Proud partners with a variety of nonprofit organizations, including amfAR, The Trevor Project and the Point Foundation.



### HBO SALUTE

- Launched in 2014, HBO Salute has chapters in New York, Santa Monica and Seattle.
- HBO Salute is committed to supporting those who have served their country in the U.S. Armed Forces through professional development, education and mentoring opportunities. HBO Salute fosters a sense of camaraderie among our veteran employees and HBO colleagues, contributing to the success and leadership position of the company.
- Each year, HBO Salute members from the New York office celebrate Memorial Day weekend by partnering with the USO of Metropolitan New York to build bikes for children of vets through Operation That's My Ride.
- For the past two years, HBO Salute has marched in the Veterans Day Parade and celebrated veterans of HBO by launching a spotlight campaign.
- Soft launched in 2018, HBO Stripes is designed to recruit veterans seeking to transition into the civilian workforce.



### MOSAIC

- Launched in 2005, Mosaic has chapters in New York and Santa Monica.
- Dedicated to promoting diversity and inclusion by providing resources for Asian Pacific-American employees, Mosaic aims to enhance professional and personal development, promote cross-cultural awareness, boost visibility to management and the community, inspire career advancement and create open dialogue and cultural sensibility for its members.
- Asian Pacific American Heritage Month and the Dwali Festival of Lights are two of the most attended events hosted by Mosaic, attracting 250+ employees each year.
- Mosaic has expanded its reach and engaged employees throughout the calendar year with a series of events (e.g., Lunch & Learn Panel Events, Volunteerism, Educational Series, etc.).



### WOMEN@HBO

- Launched in 2016 and boasting 1,100 members, Women@HBO is HBO's largest resource group.
- Women@HBO is dedicated to inspiring and supporting women working at HBO through workshops and social events that promote unguarded conversations to help them meet their professional goals.
- Each year, Women@HBO hosts a series of events for International Women's Day that advance gender equality and the empowerment of women.
- Women@HBO influences the HBO brand by getting ahead of controversial subjects, including social injustice, inclusive leadership and intersectionality.

## WarnerMedia – Warner Bros. Business Resource Groups



### BE @ WARNER BROS.

- Founded in 2003, BE has 400 members. It is committed to enhancing the company's commitment to diversity and promoting an environment of understanding, acceptance and inclusion. BE develops initiatives that provide opportunities for networking, professional development, cultural awareness and community outreach.

### 2018 INITIATIVES:

- Hosted, with other Warner Bros. BRGs NAPA and WireframeWB, a three-part book club series on *Ready Player One*, culminating in a panel with behind-the-scenes talent discussing the technology used in the film. This panel topic also appeared at AT&T Shape in 2018.
- In 2018, BE sat down with the women behind the scenes of "Black Lightning" for an in-depth discussion about all aspects of postproduction, from VFX to screen.
- BE attended a Joint Studio Mixer alongside Disney, HBO, NBCU, Netflix, Paramount/Viacom and Sony to celebrate Juneteenth. Juneteenth commemorates the ending of slavery in the United States. It celebrates the freedom and achievements of African Americans while encouraging continuous self-development and respect for all cultures.
- Supported and attended a fundraising event, Cocktails for a Cause, for their community partner, Kids in the Spotlight (KITS). BE and special guest Ty Burrell of ABC's "Modern Family" hosted an evening of fun and fundraising. This was the third annual event, and it featured a silent auction of collectible items, raffle entries and a photo booth.
- Volunteered for Kids in the Spotlight's (KITS) "Production Day" event. Contributing 500 hours of service, volunteers helped the youth on "Production Day" with the actual shooting of their films.
- Offered employees the opportunity to meet with key leaders in the business. BE has offered Coffee Connections with Esdra Lamy, vice president, Station, Domestic TV Distribution, and Preston K. Lewis, senior vice president, LATAM, Consumer Products.



### EMERGING PROFESSIONALS AT WARNER BROS.

- Founded in 2007, Emerging Professionals at Warner Bros. has 960 members.
- EP is dedicated to providing early to mid-level career employees with opportunities for cross-divisional networking, professional development and mentoring, continuing education and community involvement. The goal of EP is to form a community of up-and-coming professionals who aim to grow in their careers and become tomorrow's leaders while building a strong future for the studio.
- Every year, EP offers members the opportunity to connect with a mentor through its Mentor of the Month program.

### 2018 INITIATIVES:

- Partnered with NBCUniversal's Young Professionals Network for a joint studio mixer. WB Learning expert Sarah Haddon shared key networking tips and tricks. The mixer also featured a Universal CityWalk scavenger hunt. EP also participated in a joint studio mixer with Disney Consumer Products Young Professionals.
- Invited its community partner, Los Angeles Unified School District (LAUSD), to the lot for a series of informational sessions on jobs at WB and a studio tour. EP members volunteered 40 hours to LAUSD in 2018.
- Hosted a panel on International Mobility. Panel members discussed their experiences with moving internationally and shared their insights regarding the opportunities and challenges experienced from the transition.



### NETWORK FOR ASIAN PACIFIC AMERICANS (NAPA)

- Founded in 2006, NAPA boasts 400 members.
- NAPA is committed to bringing together the diverse Asian-American and Pacific Islander community at Warner Bros. through networking opportunities and other initiatives with the goals of contributing value to the company, raising cultural and community awareness, developing professionals and servicing the community.

### 2018 INITIATIVES:

- Brought a series of health and wellness events to the studio to showcase the richness and diversity of Asian Pacific culture. Employees were invited to experience a different activity every week during the month to maintain a healthy mind, body and spirit utilizing Asian influences such as shiatsu, qi gong, yoga, kendo and cultural dance.
- Hosted a book club to discuss the 2013 best-selling novel *Crazy Rich Asians*. NAPA also hosted a special evening to celebrate *Crazy Rich Asians*. The night started with a mixer and included a panel moderated by Terra Potts, senior vice president of Multicultural Marketing, Warner Bros. Pictures, with film talent Jon M. Chu, Henry Golding, Constance Wu and Awkwafina. Following the panel, there was an advance screening of the film.
- NAPA hosted their Annual Gala benefiting their community partner, Asian Youth Center. The night included networking, entertainment and a special fireside chat with Katie Soo, senior vice president, Marketing, Warner Bros. Digital Networks, NAPA members volunteered 325 hours to the Asian Youth Center in 2018.
- Hosted – in celebration of Asian Pacific American Heritage Month, with colleagues from 21st Century Fox, NBCUniversal, Netflix, Paramount and Sony Pictures Entertainment – the Annual Cross Studio Networking Mixer, an executive panel discussion on Breaking the Bamboo Ceiling: Asian Americans in Leadership Roles, moderated by Patrick Lee, co-founder of Rotten Tomatoes.





### OUT @ WARNER BROS.

- Founded in 2002, OUT@WB has 400 members.
- OUT@WB is a group of employees – regardless of orientation or gender identity – committed to advancing LGBTQ+ causes that promote professional development, philanthropy and community outreach, all while supporting the inclusive culture and mission of Warner Bros. Entertainment Inc., its affiliated companies and the wider entertainment industry.

### 2018 INITIATIVES:

- Presented a special panel featuring stars from WBTV & DC's "Arrowverse." Moderated by Executive Producer Greg Berlanti, the panel discussed LGBTQ+ characters in the media in a conversation focused on the panelists' experiences portraying LGBTQ+ characters on television, the impact these characters have on the media and what it's like being LGBTQ+ in the entertainment industry.
- Invited members to an exclusive panel discussion moderated by Andrew Hotz, EVP, Digital Marketing, Warner Bros. Pictures, featuring special theatrical guests Shangela ("RuPaul's Drag Race"), William Belli, ("RuPaul's Drag Race"), Dennis Tong and Joshua Wells, followed by a screening of *A Star Is Born*.
- Contributed 100 volunteer hours to their community partner, Los Angeles LGBT Center's Youth Center on Highland. To raise money for that organization, Out@WB invited employees to join them for two Legendary Bingo events featuring guest celebrity callers.
- Members joined at Dodger Stadium in celebrating LA Pride night for the sixth annual LGBTQ+ Night and second consecutive official LA Pride kickoff party at Dodger Stadium.
- Held "OUT and Impact Crafternoon" to benefit the LA LGBT Center's Senior Prom. Volunteers made corsages and boutonnieres for the senior citizens attending the prom.



### STUDIO NETWORK OF ADMIN PROFESSIONALS AT WARNER BROS. (SNAP)

- Founded in 2017, SNAP boasts 400 members.
- SNAP's mission is to give Warner Bros. administrative professionals the opportunity to work more efficiently and effectively through community collaboration, and to provide opportunities to connect, learn, lead and excel.

### 2018 INITIATIVES:

- Learned through a one-hour lunch-and-learn session, Chart Your Course, how to utilize WB Learning and Chat to pursue career development goals and how to access Lynda.com and WB Learning.
- Participated in networking events through the SNAPPy Hour Series.
- Hosted a panel discussion featuring SNAP's executive sponsor Lisa Gregorian, president & chief marketing officer, Warner Bros. Television, to discuss the topic of change and how change can empower.
- Volunteered 30 hours to the Motion Picture Television Fund.



### UNIDOS

- Founded in 2004, UNIDOS boasts 470 members.
- UNIDOS provides Warner Bros. employees the opportunity to immerse themselves in multiple Latino and Hispanic cultures while learning about those cultures' importance to our businesses and the entertainment industry. All of UNIDOS' efforts are centered on professional and personal development, community outreach and networking opportunities.

### 2018 INITIATIVES:

- Celebrated Mexican-American culture for Cinco de Mayo by hosting a booth at the WB commissary. It offered delicious conchas (traditional Mexican sweet bread), raffle prizes and an activity sheet to learn more about Cinco de Mayo.
- With NAPA, invited all Warner Bros. employees, in celebration of Dia de los Muertos and Undas, to stop by Central Perk/Steven J. Ross Plaza for an afternoon of cultural enrichment. The celebration included a Dia de los Muertos altar for display, a face painting demonstration and food from Mexico and the Philippines.
- Volunteered 15 hours to its community partner, Heart of Los Angeles (HOLA).



### VALOR @ WARNER BROS.

- Founded in 2017, VALOR boasts 150 members.
- VALOR's mission is to create a network of veteran and active Armed Forces supporters. VALOR provides our WB veterans and their families with a community of colleagues who understand their needs and can help support them as they adapt to a post-military lifestyle.
- VALOR arranges mentoring and sponsorship programs for veterans to help ensure post-military success, build on the leadership skills of our veterans and provide continuing education to benefit their growth at WB. VALOR aims to inform, educate and supply volunteer opportunities and community partnerships for all those who wish to understand and say thank you to our military veterans.

### 2018 INITIATIVES:

- Put on a series of activities to remember our heroes who sacrificed so we can be free. Veteran artists were present on the lot to showcase painted murals depicting what Memorial Day means to them. VALOR also recruited volunteers to place flags at the graves of fallen soldiers at Forest Lawn in the Hollywood Hills.
- Continued supporting The Mission Continues, a volunteer force composed of veterans who are motivated to serve their country even after taking off their uniform. These service leaders are finding new missions at home. On Veterans Day, VALOR encouraged all WB employees to sign up for a shift to build and paint deck benches and pavers, which were donated to three Los Angeles schools.
- Contributed 50 volunteer hours to their community partner, Veterans in Media and Entertainment.



### WIREFRAME

- Founded in 2017, WireframeWB boasts 770 members.
- WireframeWB's mission is to inspire, educate and create opportunities for people interested in learning more about technology within Media & Entertainment (M&E). Wireframe organizes, sponsors and promotes events about technical topics as well as partners with key WB stakeholders at the intersection of technology and M&E.

### 2018 INITIATIVES:

- Contributed 50 volunteer hours to their community partner, Exceptional Minds.
- Hosted employees who have revolutionized the entertainment industry. The panel highlighted employees who hold patents for innovations in visual effects, video game production, content delivery methods and more.
- WireframeWB hosted Tech Career Power Hour. The session offered a casual roundtable conversation with WB executives and employees.



### WOMEN OF WARNER (WOW)

- Founded in 2005, WOW boasts 1,300 members.
- WOW is dedicated to making Warner Bros. an industry leader in diversity, inclusion and gender parity in both content and the workplace. With a focus on equality, empowerment and engagement, WOW provides professional development, networking and philanthropy opportunities for employees of all genders.

### 2018 INITIATIVES:

- Offered, for Women's History Month, an exciting slate of events, including "Women Who WOW Us – Past and Present" (videos on Behind the Shield), the *Tomb Raider* employee screening and stories from colleagues and industry role models.
- Hosted, with BE and VALOR, a women's self-defense class designed to make participants more aware, prepared and ready for unexpected situations.
- Volunteered 202 hours with community partner, WriteGirl.
- Invited WriteGirl to bring approximately 20 of its members, plus their mentors, to a four-hour event with speakers from various LOBs. Events included Lights, Camera, WriteGirl and "Finding Your Inner Character" WriteGirl Workshop.
- Partnered for the second year with WB Technology to host a mentoring session for Girls Who Code attendees. WOW board members shared career and life advice with participants.
- Hosted two Women in Leadership conversations with Pam Lifford (President, Global Brands, Franchises and Experiences) and Kim Williams (EVP & CFO). They both shared their career paths and life experiences that helped them get to where they are today.

## WarnerMedia – Turner Business Resource Groups



### TURNERASIA

- TurnerAsia raises the distinctive voice of Asian Pacific-American employees by celebrating, building and leveraging the talents of our members, enabling us to support Turner’s fans-first strategy and commitment to be a great place to work.

### 2018 INITIATIVES:

- Members designed and planned “Climbing the Corporate Ladder,” an Asian-American panel discussion in partnership with HBO Mosaic and NAMIC-NY.
- Hosted *Crazy Rich Asians* movie screening.
- Held a Cultural Fluency panel discussion.



### BLACK PROFESSIONALS @ TURNER (BP@T)

- BP@T builds resilience, drives excellence and moves forward during times of change.

### 2018 INITIATIVES:

- Hosted internal employee screenings of and discussions about “The Last O.G.,” “Marshall,” “United Shades of America with W. Kamau Bell” and LaffMobb’s “Laff Tracks.”



### TURNER DISABILITY RESOURCE GROUP

- This resource group promotes, empowers and fosters the inclusion of people with disabilities and supports the positive portrayal of individuals with disabilities.

### 2018 INITIATIVES:

- Participated in “Bender Virtual Career Fair,” which focused on employment efforts for people with disabilities.
- Enhanced mobility routes and accommodations at the CNN Center and Techwood.



### NEXTGEN

- Composed of emerging Turner leaders who are passionate about the future and success of the company, NextGen seeks opportunities to inspire fresh perspectives that will grow Turner’s brand and global outreach.

### 2018 INITIATIVES:

- Hosted and led a successful “WarnerMedia and the Future of OTT” thought leadership event in New York.
- Successfully graduated 27 R.I.S.E. leadership trainees.



### TURNOUT

- TurnOut is dedicated to fostering the interests of lesbian, gay, bisexual and transgender employees by creating awareness, developing a positive collective identity and building a supportive community.

### 2018 INITIATIVES:

- Aligned policies on issues important to the LGBTQ+ community.
- Increased visibility for the company’s positive stance on LGBTQ+ issues.
- Worked with our brands/networks to develop programming that speaks to the LGBTQ+ community.



### TURNER PARENTS

- Turner Parents seeks to leverage employees who are parents as an organizational asset in effecting marketplace impact and promoting work/life balance by connecting them with information, resources and tools.

### 2018 INITIATIVES:

- Partnered with Cartoon Network's social media team to host a day of filming to test different concepts.
- Partnered with HLN for the pre-screening of *Selena: Fatal Encounter*.
- Established partnership with Hispanic Scholarship Fund.



### TURNER UNO

- Turner Uno acts as a bridge between Turner and the thriving U.S. Hispanic/Latino community.

### 2018 INITIATIVES:

- Served as a marketing focus group for Cartoon Network's new series "Victor & Valentino."



### TURNER VETS

- Turner Vets strengthens Turner's marketplace, workplace and workforce by leveraging veterans and unifying the Turner community.

### 2018 INITIATIVES:

- Partnered with the Global Technology & Operations division to establish a Tech Military internship program.
- Participated in annual Toys for Tots drive.



### TURNER WOMEN

- Turner Women is a diverse and collaborative community of women dedicated to encouraging, empowering and equipping female employees to achieve their full career potential and grow Turner's competitive edge.

### 2018 INITIATIVES:

- Designed and delivered the highly impactful Circle Mentoring initiative in three cities.
- Held global webinars on skill-building topics.
- International Women's Day celebrations held across all major locations.



### LADIES IN TECH AT TURNER (LiTT)

- LiTT aims to create a community for women technologists driven and supported by women technologists. LiTT is a group that encourages new ideas, provides professional support (both career and technical) and advocates active participation and leadership in the broader technology community.

### 2018 INITIATIVES:

- Led intensive learning sessions with Girls Who Code and Black Girls Code.
- Hosted Grace Hopper leadership opportunities.

## AT&T Employee Networks



### ASIA PACIFIC WOMEN'S NETWORK

- Founded in 2015
- 600+ members
- Encourages and facilitates engagement, networking, education and sharing among Asian Pacific AT&T women.

#### 2018 INITIATIVES:

- Held R U OK Week, focused on stamping out the stigma of mental illness.
- Sponsored a speaker series.
- Participated in Giving Back with AT&T Aspire.
- Fostered a community of support for the women with diverse cultural and linguistic backgrounds in this large region.



### AT&T EMEA WOMEN'S NETWORK

- Founded in 2013
- 790+ members
- 22 countries
- Europe, U.S., Canada, LATAM & AsiaPac
- Focused on providing opportunities for its members to exchange, learn and grow, both personally and professionally, creating the workforce of the future.

#### 2018 INITIATIVES:

- Grew membership by 13 percent.
- Hosted AT&T Girl's Day, welcoming nearly 200 girls in 12 locations to learn about the advantages of an education and career in STEM-related fields. This third annual Girl's Day event was the most successful yet with 96 AT&T employees volunteering their time.
- Set up several networking events, six mentoring circles, nine executive speaker sessions, and coffee & match sessions.
- Organized and supported numerous charity events throughout the year.



### AT&T INNOVATION NETWORK

- Newly founded in 2018
- 15,000+ members
- Create valuable intellectual property for AT&T by getting groups of innovators together to solve problems and provide them with the tools and training to bring those ideas to reality.

#### 2018 INITIATIVES:

- Launched tSpace and wiki pages to support innovation efforts for employees.
- Launched the Inventing the Future patent challenge.



### AT&T PROFESSIONAL ENGINEERS

- Founded in 2016
- 1,000+ members
- Create an environment that fosters the development of Professional Engineers within AT&T by providing coaching and mentoring programs for engineers in training and continuing education for existing engineers.

#### 2018 INITIATIVES:

- Partnered with other ERGs on educational STEM activities and provided deep learning experiences during Peak lunch and learn sessions.
- Established an audit support service, provided volunteer opportunities to members and continued to grow its mentees and mentors.



### AT&T TOGETHER

- Founded in 2013
- 365+ members
- TOGETHER provides a supportive environment for LGBTQ+ employees and allies to develop leadership and professional skills throughout the company.

#### 2018 INITIATIVES:

- Promoted itself at Employee Network Meets and the Greet Networking event in Slovakia.
- Attended local Pride Month celebration activities.
- Began laying the foundation for a major relaunch in 2019.



### AT&T WOMEN OF BUSINESS

- Founded in 2017
- 5,000 members
- Increase awareness of the positive impact and significant contributions women provide in business; inspiring all members, women and men, to recognize their full potential.

#### 2018 INITIATIVES:

- Increased membership in 26 countries.
- Held five education sessions and four networking sessions.
- Over 3,600 people attended these events and members contributed 10,000 volunteer hours to make them a success.
- Conducted two mentoring programs: Amp Up Your Amplify Profile and Pop-Up Marketing.
- Launched a book series with *Nice Girls Don't Get the Corner Office*.
- Established a social media presence on Instagram and Twitter.



### AT&T WOMEN OF FINANCE

- Founded in 2013
- 5,000+ members
- Passionate about creating an environment of gender parity within finance. Committed to ensuring that women have equal opportunities for exposure, networking and targeted development.

#### 2018 INITIATIVES:

- Added 600+ new members.
- Saw a 22 percent increase in mentor circle participation and a 3.5 percent increase in mentee satisfaction compared to 2017.
- Facilitated 68 networking events across 10 cities, including expanding to two international locations.
- Introduced its Ambassador Program.

## ADVOCATES FOR

**WOMEN IN TECH****ADVOCATES FOR WOMEN IN TECH**

- Founded in 2014
- 5,300 members
- Encourages and facilitates the recruitment, development, advancement and retention of women in science, technology, engineering and math by providing educational and networking opportunities.

## 2018 INITIATIVES:

- Launched its first technical mentoring program with 65 circles led by ATO vice presidents and above.
- Rebranded to be more inclusive of all employees. As a result, membership grew by more than 25 percent.
- Brought meaningful impact by providing easy-to-understand technology overviews with thousands of viewers, webcasts dealing with issues such as male advocacy, and an unconscious bias boot camp.
- Launched the first technical mentoring program with 59 mentoring circles led by AT&T Technology Office assistant vice presidents and above.

**BUSINESS PROFESSIONALS**

- Founded in 2013
- Members: 1,930 (76% increase vs. Dec '17)
- Assists and motivates its members to become a world-class workforce ready for the future through the advancement of education, coaching and mentoring, enhancing the knowledge and skills of its members by connecting them to other members and the larger AT&T organization.

## 2018 INITIATIVES:

- Held Practitioners Series that focused on topics such as Cybersecurity and Project Management in cooperation with Project Management Institute, Advanced Communication Techniques and Agile Methodology.
- Held Virtual Coffees on various topics to promote borderless networking.
- Increased membership by 76 percent since December 2017.
- Introduced, with Parents@Work, new concepts for local networking opportunities with activities like the Escape Room and badminton tournaments.
- Introduced Cross Company Mentoring Initiatives where we partnered with eight companies to share knowledge and experience.

**MUJERES EN ACCIÓN**

- Founded in 2015
- More than 3,000 members
- 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.

## 2018 INITIATIVES:

- During International Women's Month, over 1,000 employees attended multiple workshops focused on improving quality of life, personal image, executive leadership and volunteering.
- Offered STEM Trainee programs to develop female students in their final semesters of college. During 2018, the program had 41 participants and 15 of them later joined AT&T.
- Coordinated six Diversity Business Network sessions where participating companies exchanged best practices on gender equity and D&I. This annual symposium was a partnership with the Global Diversity Council's Women in Leadership Symposium.



Parents  Work



### PARENTS @ WORK

- Founded in 2013
- 1,600+ members
- Connect the working parents of AT&T and help them balance their work and personal life.

#### 2018 INITIATIVES:

- Organized a yard sale of clothes, shoes, toys and books in three hub locations: Brno, Bratislava and Košice.
- Helped organize educational sessions for parents focusing on topics like Enhancing Your Child's Self-Esteem, How to Listen (Even When Your Child Doesn't Talk), You and Your Aging Parents, and Maternity and Parental Leave Guidance.
- Presented Bring Your Kids to Work days, ice skating and skiing outings, and a kite festival.



### PROJECT MANAGEMENT NETWORK

- Founded in 2014
- 7,600+ members
- Helping others who want to expand their knowledge of the project management discipline by providing free, world-class training for employees.

#### 2018 INITIATIVES:

- Provided training and mentoring for employees interested in PMP certification for Project Managers.
- Launched the first official PMI-ACP/Agile Certified Practitioner courses.
- Provided free training via its Expert Lectures series.



### PULSE OF INDIA

- Founded in 2016
- 440 members
- Four chapters
- Create opportunities that encourage and empower employees to become a highly engaged and healthy workforce, while enhancing leadership capabilities and providing a meaningful existence to the organization.

#### 2018 INITIATIVES:

- Continued to focus on four pillars: Children & Education, Women & Health, Environment and Old Age.
- Donated 4,837 volunteer hours of service.
- Presented two live Executive Speaker Series sessions with visiting officers.

# 2018 AWARDS



AT&amp;T



HBO



TURNER



WARNER BROS. &amp; DC COMICS



WARNERMEDIA



XANDR

## INDIVIDUAL EMPLOYEE AWARDS

### ABFF HONORS

- INSECURE nominated for Show of the Year

### AFRICAN AMERICAN FILM CRITICS ASSOCIATION AWARDS

- Honors for Crazy Rich Asians
  - Game Changer Award

### ANITAB.ORG

- Top Companies for Women Technologists / Technical Workforce < 1,000

### ASIAN ACADEMY CREATIVE AWARDS

- Best Documentary Programme: Secret State Inside North Korea by CNN
- Best New or Current Affairs Presenter: Kristie Lu Stout, CNN
- Best Single News Story/Report: Punggye-ri: Nuclear Site Destruction, CNN
- Best News Programme: News Stream, CNN
- Best Lifestyle Programme: Business Traveler, CNN
- Best 2D Animated Programme or Series: Lamput, Cartoon Network

- Best 3D Animated Programme or Series: Bill & Tony, Cartoon Network
- Best Children's Animated Programme or Series: Bill & Tony, Cartoon Network

### ASIA SOCIETY

- Best Employer for Asian Pacific American (APA) ERG
- Best Employer for Sponsorship of APA
- Best Practices: Retention
- Best Practices: APA ERGs
- Best Practices: Community Commitment
- Best Practices: Sponsorship
- Best Practices: Promoting APA Women

### ASIA SOCIETY

- Honors for Crazy Rich Asians, Jon Chu

### BLACK ENTERPRISE MAGAZINE

- Best Company for Diversity
- Top LGBT-Friendly Company

### BLACK EOE JOURNAL

- Top Diversity Employer & Top LGBT-Friendly Company
- Top Employer
- Top Supplier Program

### BLACK REEL AWARDS

- Claws (nominee)
  - Outstanding actress, drama series (Niecy Nash)
  - Outstanding supporting actor, drama series (Harold Perrineau)
- The Last O.G. (Nominee)
  - Outstanding actor, comedy series (Tracy Morgan)
  - Outstanding actress, comedy series (Tiffany Haddish)
  - Outstanding writing, comedy series (Jordan Peele & John Carcieri)

### BLOOMBERG

- Bloomberg Gender-Equality Index

### BUSINESS INSIDER BI POWER PLAYERS

- 10 Hottest Adtech and Martech Companies list

### CAREERS & THE DISABLED

- Top 50 Employer

### CLIO ENTERTAINMENT

- Rep The Realm – Television/ Streaming: Press/Influencer Kits & Collateral – Gold & HBO POV, Here and Now: The Craft, Campaign – Television/Streaming: Original Content – Behind The Scenes – Bronze

### COMMUNITAS AWARDS

- Excellence in Corporate Social Responsibility

### DISABILITY:IN

- 100% Disability Equality Index

### DIVERSEABILITY MAGAZINE

- Top Disability-Friendly Companies

## 2018 AWARDS (CONT.)



AT&amp;T



HBO



TURNER



WARNER BROS. &amp; DC COMICS



WARNERMEDIA



XANDR

### DIVERSITYINC

- Top 50 Companies for Diversity: #3
- Top 50 Companies for Supplier Diversity: #6
- Top 10 Companies for Mentoring: #5
- Top 10 Companies for Recruitment: #2
- Top 10 Companies for Veterans: #5
- Top 15 Companies for Diversity Councils: #9
- Top Companies for LGBT Employees

### DIVERSITYINC

- Top 50 Companies for Diversity: #39

### DIVERSITY MBA

- 50 Out Front Companies for Diverse & Women Managers
- Best in Class: Accountability
- Best in Class: Workplace Inclusion & Retention
- Best in Class: Recruitment
- Best in Class: Succession Planning

### DWAYNE MCDUFFIE AWARD FOR DIVERSITY

- Finalist for DC Comics

### FAST COMPANY

- Most Innovative Companies – Film & TV: #2

### FORTUNE/GREAT PLACE TO WORK®

- 100 Best Companies to Work For
- Best Workplace for Diversity
- World's Most Admired Companies – Telecom
- Best Places to Work in Chicago

### GALECA DORIAN AWARDS (THE SOCIETY OF LGBTQ ENTERTAINMENT CRITICS)

- Full Frontal with Samantha Bee (winner)
  - TV Current Affairs Show of the Year

### GLAAD MEDIA AWARDS

- Nominated for Crazy Rich Asians - Outstanding Film – Wide Release
- Winner DC Comics

### GLAAD MEDIA AWARDS

- Three nominations

### GLAAD MEDIA AWARDS

- Full Frontal with Samantha Bee (nominee)
  - Outstanding Variety or Talk Show Episode “Trans Rights Under Attack”
- The Guest Book (Nominee)
  - Outstanding Individual Episode (in a series w/o a regular LGBTQ character) “Someplace Other Than Here”
- Outstanding TV Journalism Newsmagazine The Pulse of Orlando: Terror at the Nightclub (AC360 / Programming)
- Outstanding Spanish Language TV Journalism Newsmagazine Pulse, huellas de la masacre (Destinos, CNNE/Programming)

### GLYPH AWARDS

- Finalist for DC Comics

### GRACIE AWARDS

- Eight nominations
- Full Frontal with Samantha Bee (winner)
  - Special “Not The White House Correspondents’ Dinner”

### GREAT PLACE TO WORK FOR DIVERSITY

- Mexico

### HISPANIC ASSOCIATION ON CORPORATE RESPONSIBILITY (HACR)

Corporate Inclusion Index

- Employment: 5 Stars
- Philanthropy: 5 Stars
- Procurement: 3 Stars
- Governance: 2 Stars

### HISPANIC NETWORK

- Top Employer
- Top LGBT-Friendly Company

### HUMAN RIGHTS CAMPAIGN

- 100% Corporate Equality Index

### THE IMAGEN AWARDS

- Major Crimes (Nominee) Best Primetime Program - Drama

### THE IMAGEN AWARDS

- 10 nominations (including 15: A Quinceañera Story & Clinica de Migrantes)

## 2018 AWARDS (CONT.)



AT&amp;T



HBO



TURNER



WARNER BROS. &amp; DC COMICS



WARNERMEDIA



XANDR

### KOREAN UNFORGETTABLE

- Director, Crazy Rich Asians honored with the Vanguard Award

### LAMBDA LITERARY AWARDS

- Finalist for DC Comics

### LATINA STYLE MAGAZINE

- 50 Best Companies for Latinas to Work: #2
- Top 20 Employee Resource Groups of the Year (HACEMOS)
- Co-Latina Style Veteran Employee Resource Group of the Year

### LATINO MAGAZINE

- Top 30 Best Employers for Latinos in the Nation

### MILITARY TIMES

- Military Friendly Employer
- Military Friendly Spouse Employers List
- Military Friendly Supplier Diversity Program Designee
- Military Friendly Company Designation: #10

### MINORITY ENGINEER

- Top 50 Employers

### MOGUL

- Top 100 Innovators in Diversity & Inclusion
- Top 1000 Companies Worldwide for Millennial Women

### MOSAIC AWARDS

- The Immortal Life of Henrietta Lacks, The HeLa Project – Mosaic Media Image Award for Alternative Media Form – Gold

### NAACP AWARDS

- 15 nominations

### NAACP AWARDS

- Crazy Rich Asians (nominated)
  - NAACP Image Awards / Actress in a Motion Picture (Constance Wu)
  - NAACP Image Awards / Motion Picture
  - NAACP Image Awards / Writing in a Motion picture (Adele Lim, Peter Chiarelli)
  - NAACP Image Awards / Ensemble Cast in a Motion Picture

### NAMIC EMMA

- HBO POV, Here and Now: The Craft, Campaign – Digital: Content Marketing – Silver & Insecuritea Podcast (S2, Ep. 1) – Digital: Podcasts – Gold

### NAMIC EMMA

- 2018 NAMIC Excellence in Multicultural Marketing Awards (for) TBS/TNT

### NAMIC VISION AWARDS

- The last O.G. (nominee) – Comedy
- Vision Award – Digital Media, Short Form (for) 25 Influential Muslims (CNN Digital/Programming)
- Vision Award – Lifestyle (for) Breakthrough Women (CNN Special Projects/Programming)

### NATIONAL ASSOCIATION OF BLACK JOURNALISTS (NABJ)

- Salute to Excellence Award – Digital Media > Online Project: News (for) Beneath the Skin (CNN Digital/Programming)

- Salute to Excellence Award – Television > Feature: Short Form > Network (for) Khali Sweeney & his Downtown Boxing Gym Youth Program (CNN Heroes/Programming)

### NATIONAL ASSOCIATION ON DISABILITY (NOD)

Disability Employment Tracker

- Strategy & Metrics: 58
- Climate & Culture: 100
- Talent Sourcing: 95
- People Practices: 88
- Workplace & Technology: 90
- Veterans Employment: 100

### NATIONAL BUSINESS INCLUSION CONSORTIUM (NBIC)

- Best-of-the-Best Corporations for Inclusion

### OMNIKAL

- Top 50 Organizations for Multicultural Business Enterprises

### PEABODY AWARDS

- Five nominations (including VICE: “Charlottesville: Race & Terror”)

## 2018 AWARDS (CONT.)



AT&amp;T



HBO



TURNER



WARNER BROS. &amp; DC COMICS



WARNERMEDIA



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### PEOPLE

- People's 2018 Companies That Care

### PROFESSIONAL WOMEN'S MAGAZINE

- Top Employer
- Top LGBT-Friendly Company

### PROMAX GLOBAL PROMOTION

- Marketing and Design Awards 2018: Ballers Season 3, POV to POV Campaign – Content for Digital Promo – Bronze

### PROMAX NORTH AMERICA PROMOTION

- Marketing and Design Awards 2018: Game of Thrones, Rep the Realm – Special Project – Finalist

### RACING TOWARD DIVERSITY MAGAZINE

- Top 25 Public Company, Diversity & Inclusion Leaders

### REFRAME STAMP FOR TV RECIPIENTS

- Animal Kingdom (Honoree)
- Claws (Honoree)
- Search Party (Honoree)
- The Last O.G. (Honoree)

### SEE-IT AWARDS

- Finalist for DC Comics

### SPRINGBOARD CONSULTING

- Disability Matters North America Honoree, Marketplace Category

### STEM WORKFORCE DIVERSITY MAGAZINE

- Top 50 Employers

### TEXAS DIVERSITY COUNCIL

- Corporate Diversity First Leadership Award
- Top 25 Texas Company for Diversity

### U.S. VETERANS MAGAZINE

- Top Veteran-Friendly Company

### WINDS OF CHANGE/THE POHLY COMPANY

- Top 50 Workplaces for STEM Native Professionals

### WOMEN'S BUSINESS ENTERPRISE NATIONAL COUNCIL

- America's Top Corporations for Women's Business Enterprises

### WOMEN ENGINEER MAGAZINE

- Top 50 Employer

### WORKING MOTHER DIVERSITY BEST PRACTICES (DBP)

- DBP Inclusion Index: 79%
- Transparency: 100%
- Retention & Advancement: 77%
- Company Culture: 71%

### WORKING MOTHER MEDIA

Best Companies for Multicultural Women  
Overall Rank: #43

- Workforce Profile: #36
- Recruitment, Retention & Advancement: #47
- Women's Advancement: #37
- Accountability and Audits: #41
- Compensation Audits and Grievance Policies: #53

### WORKING MOTHER MEDIA NATIONAL ASSOCIATION OF FEMALE EXECUTIVES (NAFE)

- Top 50 Companies for Executive Women: #86
- Workforce Profile: #70
- Recruitment, Retention, and Advancement: #51
- Company Culture & Accountability: #84

### WORKING MOTHER MEDIA NATIONAL ASSOCIATION OF FEMALE EXECUTIVES (NAFE)

- 100 Best Companies

### YOUNG STORYTELLERS

- Storyteller Award

# COMMUNITY INITIATIVES BY STATE



## ALASKA

In 2018, we supported the Acceleration Academy, a five-week summer residential program where underserved high school students participate in hands-on, STEM-based experiences while also earning college credits.



## ARKANSAS

The Girls of Promise Coding Summits, the Tech for Good programs and the Public Service Ad video submission campaign encourage girls and minorities in grades six through 12 to pursue careers in STEM fields. We are proud supporters of each of these programs.



## ARIZONA

Be a Leader's Senior Boot Camp provides 120 low-income high school seniors with mentoring and workshops, enabling them to prepare for college entrance exams, apply to a minimum of two colleges or universities and submit at least four scholarship applications. We are proud to support this program, which also helps students complete FAFSA forms if they are eligible, further aiding in successful postsecondary education enrollment.



## CALIFORNIA

In Los Angeles, the Promesa Boyle Heights Community School Model is a multi-tiered student support system that integrates social and emotional learning and provides transition support for incoming freshmen and graduating seniors. We are proud supporters of this school, which serves 2,450 low-income students, 50 percent of whom are female, in two high-risk high schools.

In 2018, AT&T California also supported the creation of the GWC Sisterhood Campaign, which launched in October 2018 in connection with International Day of the Girl. And we continued our support of seven Summer Immersion Programs in 2019 by hosting these programs at AT&T's corporate offices.

We believe the future of film is female, and so we were happy to support a Los Angeles-based all-girls filmmaking program that gives 20 diverse teen girls the opportunity to learn about the many roles involved in media-making. They also collaborate on a half-hour TV show under the guidance of mentors and professional filmmakers, including those from Fresh Films, Hello Sunshine and AT&T.

## COMMUNITY INITIATIVES BY STATE (CONT.)



### COLORADO

With the help of 15 STEM industry partners and 40 mentors, we supported SheTech Explorer Day, an initiative that invites rising ninth- and 10th-grade girls to gain exposure to technology through hands-on workshops and an exciting “Tech Challenge.”

We also did our part to support gender equity in the arts, supporting the Denver Center Theatre Company by commissioning and hiring female playwrights and directors to produce plays that bring to life diverse viewpoints.

The Libre Institute’s Youth Leadership Program provides primarily students (mostly Hispanic) ages 12–19 with encouragement and empowerment to pursue the American Dream. We are proud to support this program that equips students for life as they learn about community service, professional development, college readiness, entrepreneurship, civic engagement and volunteerism.



### CONNECTICUT

We are proud to provide underserved high school girls with the opportunity to learn about technology by working on computer programming projects that solve community problems, attending field trips to tech companies and participating in hackathons.

We are also investing in the Bridges program, which offers underserved high school students an opportunity to gain work experience and participate in college campus and business field trips to develop college and career plans after high school graduation. And we support alternative education programming that offers vocational training for underserved high schoolers.



### FLORIDA

The Gardiner Scholarship program provides parents of special needs students ages 3–22 with the information necessary to customize their child’s educational needs using a combination of programs that fit educational and support needs.



### GEORGIA

Supported an event with 200 residents, stakeholders and corporate employee group volunteers for students at Brown Middle School to develop a story production program that engages youth between 14–24 years on the needs and solutions for revitalization of Atlanta’s west side.



### IDAHO

Supported an All Girls’ Coding Camp for 20 high school girls. Participants received hands-on learning of programming languages and coding applications as well as mentorship from STEM professionals, while gaining a broader understanding of STEM careers and pathways available to them.

## COMMUNITY INITIATIVES BY STATE (CONT.)



### ILLINOIS

READI Chicago connects those most at risk of gun violence involvement with employment in paid transitional jobs, cognitive behavioral therapy and supportive services. We're proud to support this program that helps vulnerable people create a viable path toward a different future.

The Chicago Trades and Apprenticeship Program offers an eight-week pre-apprentice course, weekly stipends and case management support. Our support of this program helps provide low-income African-American adults with secure, meaningful employment.



### IOWA

Supported a program through which underserved middle and high school students are taught HTML and CSS programming languages and introduced to STEM-based careers.

Supported a STEM-based program that offers workshops, mentoring relations and career fairs designed to increase underserved middle and high school students' interest in STEM-related careers.



### KANSAS

The Young Achievers program provides minority, low-income students in grades seven through 12 with mentorship, college preparedness and career workshops. We're proud to support a program that aids these students in a successful transition to postsecondary education or the workforce.



### KENTUCKY

In 2018 we supported Project Ready Summer Reach, a four-week program that provides predominantly African-American high school students with hands-on learning opportunities in STEAM. Participating students explore college options and create an individual college plan to guide them through their learning.



### LOUISIANA

Our support of the Grambling State University GAP Funding Initiative provided up to 15 scholarships for the 2018-2019 academic year to students who have a financial need.



### MARYLAND

Supported a STEM program that offers underserved high school students paid internship experiences and summer learning opportunities designed to increase exposure to STEM-related degrees and careers.

We are proud supporters of the My Brother's Keeper program, which offers individualized case management support and training designed to help underserved adults secure employment.

In Maryland, we also supported a high school success program that offers underserved high school girls the opportunity to explore STEM-based careers and participate in mentoring relationships and college readiness activities.



## COMMUNITY INITIATIVES BY STATE (CONT.)



### MASSACHUSETTS

We support the High School Mentoring Academy, which provides underserved high school girls with the opportunity to develop leadership skills, increase self-confidence and explore college and career opportunities while building mentoring relationships with younger students.

We also support the Academic and Career Institute, which provides an array of academic support and enrichment experiences designed to help underserved high school students succeed in education and the workforce.



### MICHIGAN

Supported a STEM-based program through which African-American junior and senior high school students worked to develop websites and share their experiences with their high school peers during panel discussions.

The College Prep Program offers tutoring, SAT/ACT preparation activities and college readiness workshops and scholarships. Our support of this program provides African-American girls the opportunity to become fully prepared for advanced education. Our support of the Friends of the Children program allowed it to expand to a new site in Michigan where it continues to serve highly vulnerable foster youth in Detroit.



### MINNESOTA

Our support of teens and young adults ages 16–24 from low-income Southeast Asian communities and communities of color provides them with career exploration, life skills training and occupational training in information technology, healthcare and food preparation/hospitality.



### MISSISSIPPI

The Meridian Freedom Project High School and College Success Project provides low-income African-American ninth- through 12th-grade students at Meridian High School with year-round rigorous academic support. Our support of this program allows it to offer these students college preparation and educational travel to colleges to help keep them on track to graduate and have the option to attend college.

Our support provided scholarships to low-income, primarily African-American students attending Jackson State University during the 2019 spring and fall semesters.

## COMMUNITY INITIATIVES BY STATE (CONT.)



### MISSOURI

We supported the creation of a science lab at Miriam Academy, a high school for students with learning disabilities.

Make a Musical with The Munny is a program that reaches underserved middle school students, teachers and staff. Our support of this program enables it to provide the training, materials and resources necessary to create a musical theater production and a musical theater program that will continue beyond the initial production.



### NEW MEXICO

The Young Women in Computing summer bridge camp serves 15 high school female graduates of Doña Ana County, N.M. Our support helps to provide them with the opportunity to participate in project-based activities to develop their computing skills under the supervision of New Mexico State University computer science undergraduate and graduate students.



### NEVADA

The Nepantla Scholars program offers nine performance-based scholarships to underserved students. Our support of this program provides them with the opportunity to pursue postsecondary education.



### NEW YORK

We're proud supporters of Fordham University's Mentoring Latinas program, which helps high school students stay on track for academic success.

We supported a mobile technology lab that offers experiential learning activities that introduce underserved high school girls to coding and computing concepts.

We also supported two academic enrichment programs that provide underserved high school girls with the opportunity to develop their communications, creative thinking and leaderships skills while participating in a coding camp and innovation challenge.



### NEW JERSEY

We're proud supporters of the Leadership Academy, which engages underserved high school students with their communities while also helping them develop the skills necessary to overcome obstacles that may hinder their success in education and the workforce.

The ASPIRA Youth Development Program provides a comprehensive portfolio of after-school academic and social supports, assisting students' on-time high school graduation and preparing them for success in college and the workforce. Through our support, ASPIRA was able to expand to serve 1,530 predominantly Latino students in grades nine through 12, 50 percent of whom are recent immigrants attending high-poverty high schools.



### NORTH CAROLINA

Our support helped provide scholarships to 40 underserved, minority, low-income individuals attending Saint Augustine University for the 2018-2019 academic year.

## COMMUNITY INITIATIVES BY STATE (CONT.)



### NORTH DAKOTA

We support Inspire Girls, a STEAM-based program that provides underserved high school girls with the opportunity to participate in hands-on lab experiences and mentoring relationships.



### OREGON

We supported a program that helps underserved high school students develop their post-graduation plan by offering college placement test preparation, résumé writing assistance, career exploration activities and college campus visits.



### OHIO

Through our support, the Hispanic Scholarship Program provided approximately 70 scholarships ranging from \$500 to \$1,500 per student. This program offers recipients financial assistance to aid them with pursuing postsecondary education.

The Ohio Foundation of Independent Colleges' (OFIC) Diversity Program places an emphasis on college access for underserved populations. Our support of this program allows them to provide programming to students and their families regarding academic preparation, financial aid and higher education.



### PENNSYLVANIA

We supported a program through which underserved Philadelphia high school students have the opportunity to participate in college campus and vocational school tours, ACT/SAT preparation activities and mentoring relationships.

Our support provided scholarships to a diverse group of students with disabilities, allowing them to participate in a 10-week Summer Internship Program in Washington, D.C. We also sponsored an academic certificate program on disability.



### OKLAHOMA

We supported American Indian and Alaska Native (AIAN) students, tribal colleges and universities through scholarships and career partnerships that help students create a pathway to academic and, eventually, career success.

Over 1,500 AT&T employees participated in volunteer events in Oklahoma and other states in support of the Special Olympics.

## COMMUNITY INITIATIVES BY STATE (CONT.)



### PUERTO RICO

Through UNIDOS Disaster Relief and Recovery, we provided support to poor, rural and marginalized areas in Puerto Rico after Hurricane Maria struck the island in 2017. It left the population without access to food, potable water or communications.

Our support also provided educational, social and recreational services to 40 special needs children from highly vulnerable communities in Guaynabo, Puerto Rico, providing them with tutoring, counseling, psychological therapies and other academic and social supports.



### TENNESSEE

The Females in Science program at Lone Oaks Farm is an eight-month program serving ninth- and 10th-grade females. Our support of this program allows them to engage in hands-on learning using agriculture and nature to bring STEM education out of the classroom into the real world.



### SOUTH CAROLINA

We supported the Books to Boys and Girls program, a collaborative effort that brings low-income children and community and sports leaders together through read-alouds. The program helps foster connections in a fun, caring atmosphere focused on reading and books, ultimately helping children who are reading below their grade level.



### TEXAS

Our support allowed for the expansion of a program that increases interventions surrounding students' transition to and success in college. Serving 2,000 students from four high-poverty high schools in Houston, this program utilizes a multi-tiered approach to develop student motivation and planning for college and career, resulting in increased grade-level promotion and on-time graduation.

Cristo Rey's VIVA! Program is an intensive three-week workshop designed to ensure that freshmen and sophomores are prepared to become productive members of the school's work-study program. Our support of this program helps to ensure that these students are equipped with the academic skills required to tackle the school's challenging college prep work.



### SOUTH DAKOTA

Supported a program that introduces high school girls to the field of cybersecurity through hands-on activities, mentoring relationships and STEM-based field trips.

We supported the expansion of Black Girls CODE programming across five chapters, including in Dallas and Houston, reaching 2,500+ girls of color from underrepresented communities and getting them access to technology, computer programming and mentoring.

## COMMUNITY INITIATIVES BY STATE (CONT.)



### VIRGINIA

The What It Takes program prepares underserved high school students for college and career. Our support helps to provide them with career exploration and college preparation activities, field trips to local businesses and college campus tours.

We supported a program that offers internships, mentoring opportunities, scholarships and workforce readiness training to underserved Asian Pacific Islander students pursuing postsecondary education.



### VIRGIN ISLANDS

We supported STEM projects that give 200 students experiential learning opportunities using problem-solving, real-world-application STEM education concepts and critical thinking skills.

We also supported the Passport to Education program, which provides bilingual academic support services and mentoring and college readiness activities designed to help underserved Hispanic students graduate from high school with a college and career plan.



### WASHINGTON

The Southeast Asian Resource Action Center's high school retention program serves Southeast Asian youth. Our support provides funding that allows SEARAC to partner with local organizations to implement culturally relevant high school retention programs and strengthen data collection practices to document outcomes.



### WASHINGTON, D.C.

We supported George Washington University's Center for Indigenous Politics and Policy, Native American Political Leadership Program and the INSPIRE Program. It provides 100 percent of the term costs for 26 students attending either the 2019 spring or summer semester along with continual research and educational outreach on issues of significance to Indigenous communities.

We hosted a two-day STEM for Social Good Bootcamp and Solutions Lab for 50+ middle and high school girls. This unique STEM event seeks to inspire and engage girls in how they can use STEM skills to create social change in gender equality.

We also supported a STEM internship program through which underserved high school students learn about information technology and engineering careers through participation in summer internships and mentoring experiences.



### WISCONSIN

We supported the Education Fund, a program that offers college scholarships to Hispanic students pursuing postsecondary education.



### WYOMING

The Full STEAM Ahead program offers interactive, experiential learning opportunities to Native American high school students. Our support helps to expose them to STEAM-based careers.

# THE FACES OF AT&T

Throughout our 2018 AT&T Diversity & Inclusion Annual Report are the faces of real AT&T employees.

We thank them for going all in to represent the many sides of AT&T with their unique dimensions of gender, race, religion, sexual orientation, nationality, generation and experience.



## Employees (p. 8)

### **BELANI B.**

ASSOCIATE, CLIENT SERVICES PROJECT MANAGEMENT

### **NICOLLE H.**

TECHNICAL DEVELOPMENT, PROGRAM ENGINEER

### **SUNELA T.**

DIRECTOR, COMPLIANCE

### **ABDI W.**

SENIOR STRATEGIC PRICING MANAGER

## Communities (p. 42)

### **KEVIN L.**

LEAD CONSULTANT, DIVERSITY

### **RACHEL S.**

BUSINESS OPERATION ANALYST

### **SAMMY Y.**

SENIOR CONSULTANT, HR TECHNOLOGY

### **NATASHA C.**

ASSISTANT, GENERAL MANAGEMENT

### **JASON M.**

LEAD CONSULTANT, DIVERSITY



## Customers (p. 55)

### **RICK W.**

SENIOR, TECHNICAL PROJECT MANAGEMENT

### **KERRY M.**

ACCOUNT MANAGER, 3 RETENTION  
& DEVELOPMENT

### **DWAN H.**

SENIOR, BUSINESS MANAGEMENT

### **KIMBERLY W.**

MANAGER, NETWORK CUSTOMER  
SERVICE CENTERS

### **ERIN B.**

PROFESSIONAL, BUSINESS MANAGEMENT

### **MARK P.**

SENIOR, BUSINESS MANAGEMENT



## Suppliers (p. 71)

### **RENETTA H.**

MANAGER, CREDIT & COLLECTIONS

### **DAMIAN L.**

MANAGER, NETWORK SERVICES

### **YVONNE B.**

SENIOR, TECHNICAL PROJECT/PROGRAM  
MANAGEMENT

### **EXON S.**

ASSOCIATE CLIENT SERVICES, PROJECT  
MANAGEMENT

### **THELMA M.**

REVENUE MANAGEMENT REP.

### **ANGELA W.**

SALES DIRECTOR



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### **JAYNE W.**

LEAD FINANCIAL ANALYST

### **BARRY K.**

SENIOR, BUSINESS MANAGEMENT

### **ANJNA P.**

SENIOR, QUALITY, M&P PROCESS MANAGER

### **MOHAMMED K.**

GLOBAL EVENTS

### **ALEXIS D.**

DIRECTOR, CHIEF OF STAFF

### **CHRISTOPHER R.**

ASSOCIATE CLIENT SERVICES, PROJECT MANAGER

### **MOLLY T.**

SENIOR SPECIALIST, PROJECT MANAGER

**TOGETHER, WE ARE  
THE MANY SIDES  
OF AT&T**