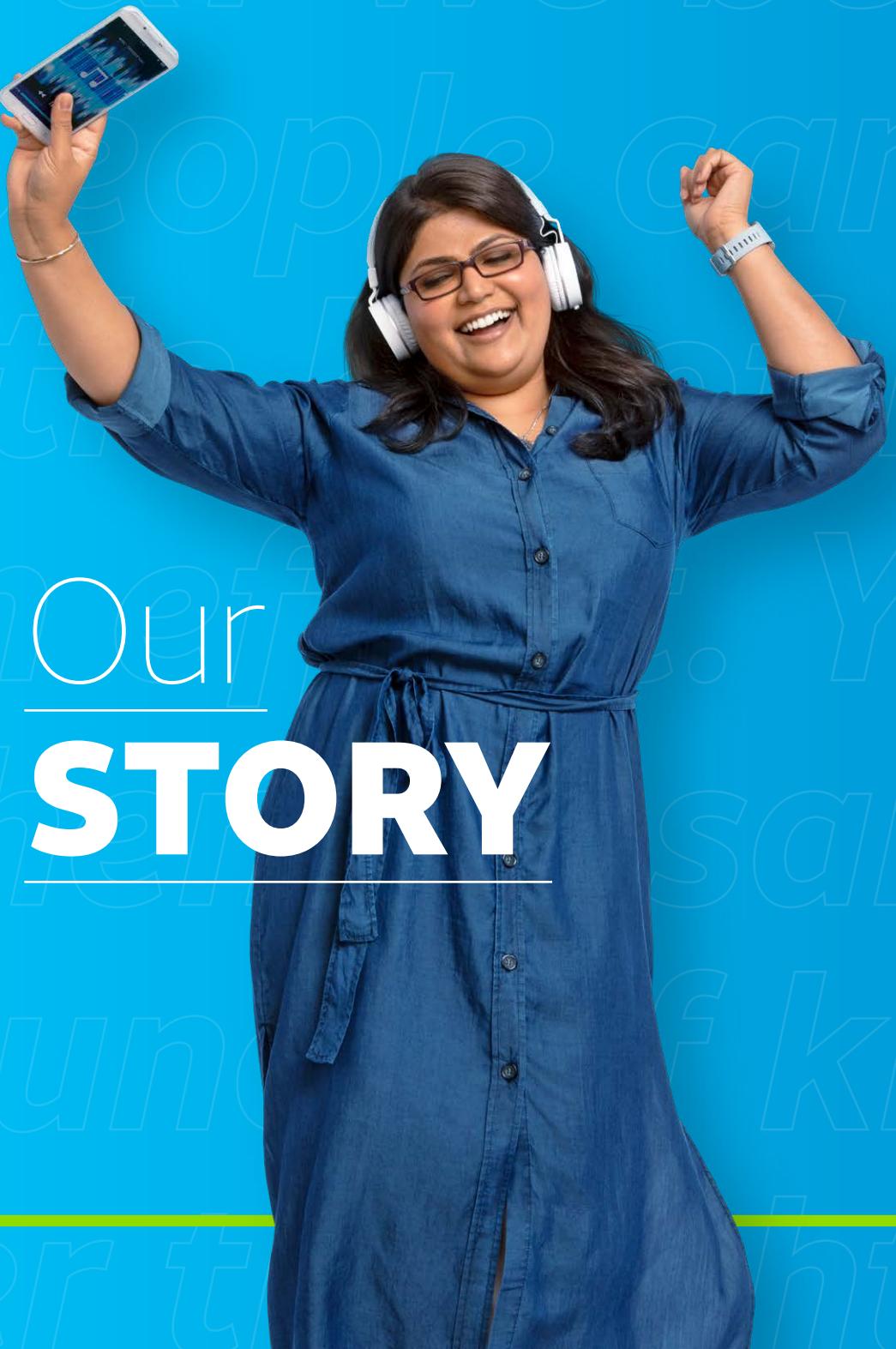


*AT&T Diversity & Inclusion Annual Report 2019*



Everyone is  
part of the





# Our STORY

AT&T is fueled by innovation and technology, but it's **our people and partners** who make it all possible. This year, we're taking the time to get to know a few of those individuals on a deeper level. To listen to the stories behind the statistics and learn about the complex and unique people who create our successes.

These individuals each bring a different personal history, story and perspective to the table, creating a culture unlike any other. We welcome people of all races, ethnicities, ages, religions, abilities, genders and sexual orientations, and believe their distinct perspectives make AT&T a more vibrant, creative company. Their stories **tell our story**. So let's dig a little deeper and listen a little closer, shining a light on the people that shape our vision, define our workforce and drive our innovation.

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# THE STORIES WE TELL AND THE NEWS WE REPORT HAVE THE POWER TO INFORM, INSPIRE AND ENTERTAIN PEOPLE ALL OVER THE WORLD.



**A**t AT&T, we believe that championing diversity and fostering inclusion do more than just make us a better company – they contribute to a world where people are empowered to be their very best.

That's why one of our core values is "Stand for equality" and why our mission is to "Inspire human progress through the power of communication and entertainment."

As a communications company, our innovations have helped people connect

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

**Randall Stephenson**  
*Chairman & Chief Executive Officer*

and interact for more than a century. And as a modern media company, the stories we tell and the news we report have the power to inform, inspire and entertain people all over the world. We're especially proud to have introduced the entertainment industry's first policy to ensure greater inclusion in front of and behind the camera.

In 2019, AT&T earned the top spot on the DiversityInc Top 50 Companies for Diversity list. And for the fourth year in a row, AT&T has been named one of the Best Workplaces for Diversity by Great Place to Work and FORTUNE. Independent recognition like this is gratifying and inspires us to work even harder.

In this report, you will see many powerful examples of how our employees are standing for equality and inspiring human progress, at work and in their communities. I invite you to discover some of the ways AT&T is working to build a more diverse, inclusive world. That work is, and will remain, vital to how we support each other through the COVID-19 pandemic to emerge stronger than ever.

# WHEN EVERYONE'S UNIQUE STORY IS CELEBRATED, WE'RE ABLE TO CONNECT, CREATE AND INNOVATE IN REAL AND MEANINGFUL WAYS.

Our 2019 AT&T Diversity & Inclusion Annual Report is much more than a collection of figures and lists. It tells the story of our culture of inclusion – a culture that has never been stronger.

It's a story about people: from our more than 50 vibrant employee groups inspiring their members, elevating their communities and supporting our business priorities, to our employees working in underserved communities to develop valuable career skills, and young filmmakers breaking down barriers to tell powerful narratives from a unique perspective.

We know that when everyone's unique story is celebrated, we're able to connect, create and innovate

in real and meaningful ways. The employees featured in these pages are a testament to the power of AT&T and to a culture that continually strives to ensure that all walks of life can bring their whole selves to work every day.



**Corey Anthony**  
*Senior Vice President, Human Resources  
& Chief Diversity Officer*

It's why our employees tell us they feel valued, have a sense of belonging and are fully engaged in our success. And we work every day to engage our customers, suppliers and communities in the same way.



While we still have more work to do, I hope you share my pride in all that we accomplish when we come together. I'm excited to share this story of our culture with you.

# Our #1 Story



**At AT&T, equality isn't just something we talk about. It's a commitment. We've embedded it in our core values and our people work hard to put it into practice every day. And it shows. In 2019, DiversityInc ranked AT&T #1 on its Top 50 Companies for Diversity. We're thrilled to be recognized for our inclusivity. But we also see this honor as a responsibility, making us more committed than ever to respecting and valuing everyone equally, whatever their race, ethnicity, gender, sexual orientation, religion or physical ability.**

The more than 1,800 companies participating in the DiversityInc Top 50 in 2019 were assessed for their performance in six key areas of diversity and inclusion management: Human Capital Diversity Metrics, Leadership Accountability, Talent Programs, Workplace Practices, Supplier Diversity and Philanthropy. The DiversityInc Top 50 list is exclusively determined from corporate survey submissions and companies are evaluated within the context of their own industries. AT&T has been named to the list for 19 consecutive years.

**A t AT&T, equality isn't just something we talk about. It's a commitment. We've embedded it in our core values and our people work hard to put it into practice every day. And it shows. In 2019, DiversityInc ranked AT&T #1 on**

**its Top 50 Companies for Diversity. We're thrilled to be recognized for our inclusivity. But we also see this honor as a responsibility, making us more committed than ever to respecting and valuing everyone equally, whatever their race, ethnicity, gender, sexual orientation, religion or physical ability.**



**Carolynn Johnson**  
COO, *DiversityInc*

who is an unapologetic advocate dedicated to combatting barriers to progress for groups who are often overlooked and undervalued in corporate America. He models the behavior he expects from other people leaders by chairing AT&T's executive diversity council and publicly empowering Chief Diversity Officer Corey Anthony and his team to ensure that AT&T continues to outperform the competition in recruiting, developing and retaining the best available talent. It is for these reasons that AT&T ranked as the #1 Company in the 2019 DiversityInc Top 50 Companies for Diversity competition."

"Many corporate leaders say equity, diversity and inclusion are foundational to their overall strategy, but few companies demonstrate, with data and transparency, AT&T's level of commitment to these essential business components at all levels of the organization.

It starts with Chairman and CEO Randall Stephenson,

## RECOGNITION

- **Top 50 Companies for Diversity: #1**
- **Top 10 Companies for Talent Acquisition: #1**
- **Top 10 Companies for Mentoring: #1**
- **Top 15 Companies for Diversity Councils: #2**
- **Top 50 Companies for Employee Resource Groups: #2**
- **Top 50 Companies for Supplier Diversity: #3**
- **Top 50 Companies for People with Disabilities: #7**
- **Top 10 Companies for Veterans: #7**
- **Top Companies for LGBT Employees**

# Standing for Equality in Global and Public Policy

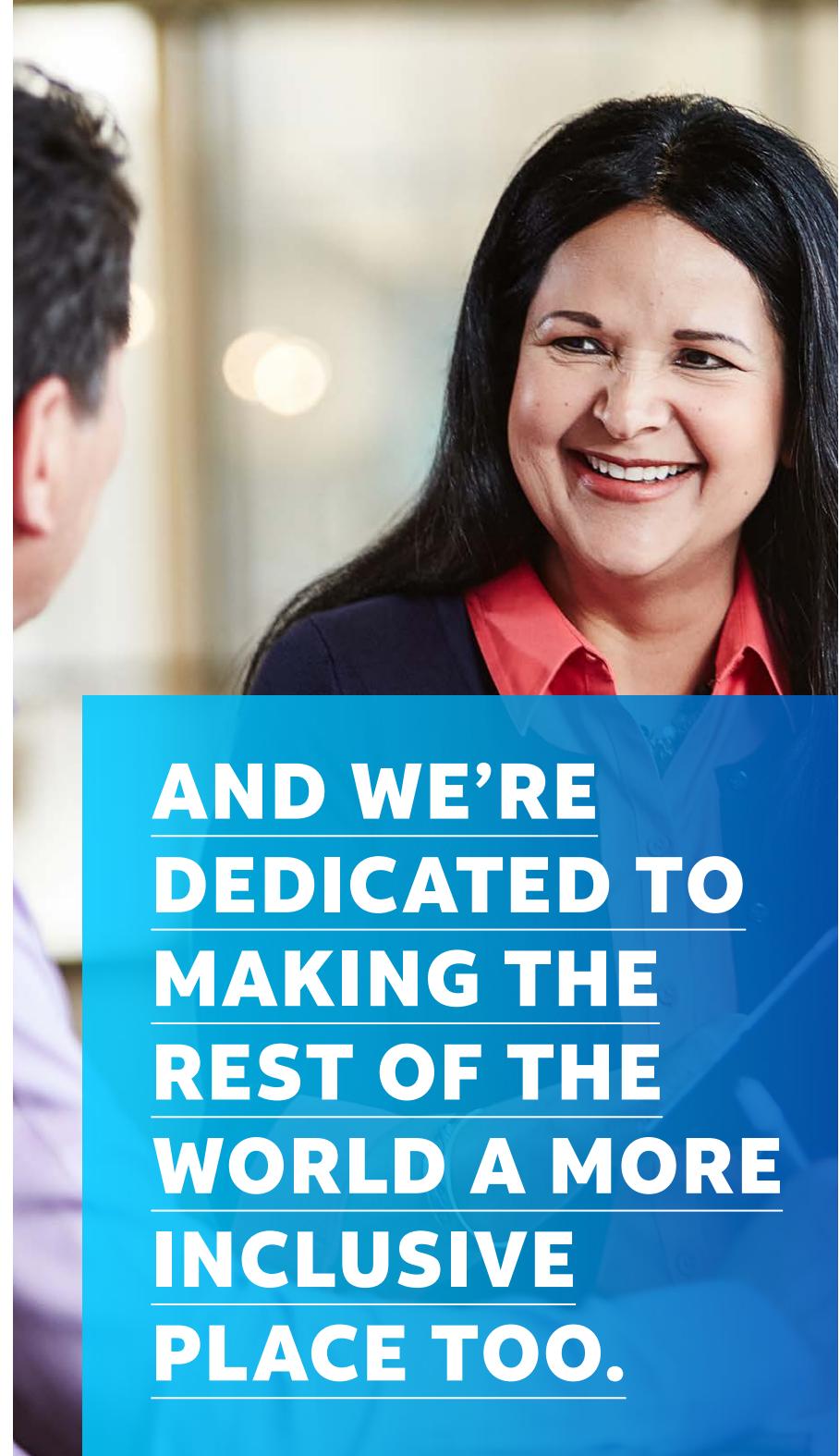
**A**t AT&T, we make a concerted effort to ensure all our employees feel valued, safe and free to be their most authentic selves. And we're dedicated to making the rest of the world a more inclusive place too.

That's why we're a **proud member of the Business Coalition for the Equality Act**, a group of leading U.S. employers that support the Equality Act. It's also why **we signed the Hispanic Promise, a first-of-its-kind national pledge to hire, promote, retain and celebrate Hispanics in the workplace**.

We also have a long history of demonstrating leadership to empower LGBTQ+ employees, allies and members of the

community at large. **Internationally, we're supporting marriage equality efforts** in places like the Czech Republic, where we are **signatories to the Jsme Féř (It's Only Fair) campaign**.

**We're also committed to making the entertainment industry more equitable.** In January of 2019, a challenge was issued by Time's Up and the Annenberg Inclusion Initiative in response to studies that show women directed only 4 percent of the decade's 1,000 highest-grossing movies. Along with other studios, Warner Bros. **accepted the "4% Challenge"** to hire one female director within the following 18 months.





# Our **EMPLOYEES**

At AT&T we know our story is only as great as the sum of its parts. That's why we value and celebrate each of our employees' distinct backgrounds, perspectives and abilities. Because when everyone's unique story is celebrated, we're able to connect, create and innovate in real and meaningful ways.

# A Story of Courage

**W**hen Scott Mendoza is at work, Roy usually is too. A happy 2-year-old mutt, Roy is a rescue pup who was trained as a service dog to assist veterans – like Mendoza – who have been diagnosed with PTSD. It's Roy's job to sense when flashbacks start replaying in Mendoza's mind. To alert his owner of a potential episode, he then jumps on his knee and offers a hug.

Mendoza is a graduate of the United States Air Force Academy and a former Air Force officer who exudes confidence, strength and positivity. For years, as a Remotely Piloted Aircraft pilot, he supported surveillance and strike missions around the world, often witnessing the atrocities of war firsthand.

Mendoza knew transitioning out of the military could be difficult. So as his military service neared completion he enrolled in the Department of Defense's Skillbridge program, which enables transitioning service members to take advantage of civilian internships while still on active duty. When he applied for an internship at AT&T, recruiter JoHanna Martinez recognized his talent and made sure he landed in just the right spot.

Today Mendoza is a manager of Strategic Partnerships and Ecosystem Development at FirstNet. He says he was hired there not in spite of his military background, but because of it. "In both organizations we're called to serve. The military serves the nation. FirstNet serves public safety," he explains.

At first, Mendoza was caught off guard by PTSD symptoms. But with the support of his wife and family, he found help. And after Roy came into his life, things got easier at home. Roy needed to be

by his side – that meant taking Roy to work – but introducing a service dog to coworkers meant potentially having tough conversations about his disability.

"I told my supervisor and he said he respected my courage and asked to learn more so that he could better support me and others with PTSD," Mendoza recalls. "However, I did experience some tough questions from fellow employees. And that's okay! Because I knew the majority of those questions came from a lack of mental health awareness. People probably looked at me and thought, 'He looks totally fine! I wonder why he needs a service dog.'"

"PTSD is an invisible disability," Mendoza explains. "I suspect a number of employees are dealing with PTSD and other mental health issues and choose not to tell their bosses they need an accommodation because there is often a stigma around it. Not everyone is understanding."

"But I had the opposite experience," he says, adding that he wants to challenge AT&T to continue to spotlight mental health issues. "As leaders, we should know how to react to and support each other, especially those with mental health issues."

AT&T is a perfect fit for Mendoza and Roy. The veteran has made valuable connections through the AT&T Veterans employee resource group, and Roy feels like part of the FirstNet family now. Most importantly, Mendoza feels supported by a company that welcomes and respects veterans not just in word, but in action. That's because AT&T, he says, values veterans as individuals with their own unique talents, abilities and stories to tell.



**Scott Mendoza**  
*Strategy Partnerships*  
**FirstNet**

**AS LEADERS, WE  
SHOULD KNOW  
HOW TO REACT TO  
AND SUPPORT  
OUR PEERS WHEN  
THEY COME TO  
US ABOUT THEIR  
MENTAL HEALTH.”**

# Workforce Demographics

Our global team of diverse, talented, committed people drives our mission to inspire human progress through the power of communication and entertainment.



62

COUNTRIES

247,802

EMPLOYEES WORLDWIDE



5,354

INDIVIDUALS WITH  
DISABILITIES\*

13,094

VETERANS\*

2,879

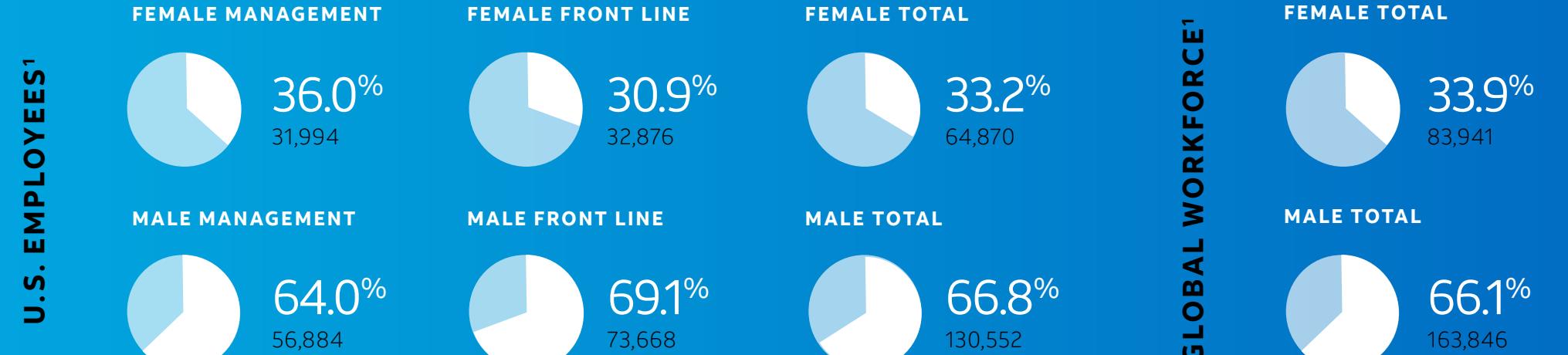
LGBTQ+ INDIVIDUALS\*

\*As self-identified via AT&T iCount.



USA only

# Workforce Demographics (Cont.)



	WHITE	BLACK	HISPANIC/ LATINO	ASIAN & PACIFIC ISLANDER	NATIVE AMERICAN	TWO RACES OR MORE	TOTAL PERSONS OF COLOR
MANAGEMENT	60.6%	13.5%	12.4%	11.0%	0.5%	2.0%	39.4%
	51,905	11,546	10,626	9,425	405	1,686	33,688
FRONT LINE	50.5%	22.4%	18.8%	4.7%	0.7%	2.8%	49.5%
	50,747	22,503	18,939	4,720	744	2,847	49,753
TOTAL	55.2%	18.3%	15.9%	7.6%	0.6%	2.4%	44.8%
	102,652	34,049	29,565	14,145	1,149	4,533	83,441

Despite continual organizational transformation over the past five years, we've successfully ensured the diversity of our workforce with our ongoing efforts to hire diverse talent and provide women and people of color an equal opportunity for career development.

Our workforce is 34% women and 45% people of color – making us one of the best compared to other technology, media and telecommunications companies.

In turn, our Board of Directors is 28% women and 21% people of color, both of which exceed the average for technology, media and telecommunications in the [Fortune 500](#).

<sup>1</sup>Excludes employees whose race is unknown or undeclared.

Percentages may not add up to 100 due to rounding.

# #iCount

**I**t's not always easy to talk about a disability. In fact, a recent study by the Center for Talent Innovation reported that while 30% of professionals fit the current federal definition of having a disability, **the majority keep that status a secret.**

"Take depression," says Jason Moses, AT&T's Lead Diversity Consultant. "Most people know someone struggling with depression on some level. While you may not physically see that someone faces a challenge, #iCount helps to ensure everyone is counted, if they choose to be."

**The #iCount campaign allows all AT&T employees in the U.S. to voluntarily and confidentially self-identify online in any or all of four categories: race, veteran status, disabilities and LGBTQ. Encouraging more people with disabilities to participate was a key focus in 2019, because more information enhances AT&T's ability to be inclusive for all employees.**

James Lynch, Vice President of Communications for AT&T, chose to speak about the importance of talking openly about mental health issues. James, who has post-traumatic stress disorder (PTSD), recently shared his thoughts on that experience in a [blog on LinkedIn](#).

"No question, there's still a stigma about mental illness and disabilities in our society," James wrote. "That's why I identify myself as a person with a mental disability through AT&T's #iCount program. #iCount is a safe way to stand up and be heard."



**NO QUESTION, THERE'S  
STILL A STIGMA ABOUT  
MENTAL ILLNESS AND  
DISABILITIES IN OUR  
SOCIETY. THAT'S WHY  
I IDENTIFY MYSELF AS  
A PERSON WITH A  
MENTAL DISABILITY  
THROUGH AT&T'S  
#ICOUNT PROGRAM."**

**James Lynch**  
*Vice President of  
Communications for AT&T*

# Vrio.

**A**t Vrio we're not interested in more of the same. We'd rather mix it up. That's why our team is made up of people representing a wide range of views, backgrounds and opinions. After all, you don't become the #1 Pay TV Company in South America by telling the same old story over and over again.

Our commitment to diversity & inclusion starts at the top. In 2019, Vrio CEO Melissa Arnoldi and her direct report team created the Diversity Leadership Council, dedicated to creating opportunities for open and transparent communication, and to fostering an environment in which all our employees feel respected and confident in sharing their unique perspectives. We demonstrate this at a practical level through "La Diversidad Suma," our international initiative to promote equality and the development of women, people with disabilities and LGBTQ+ communities.

In 2019, our Mujeres LATAM launched Women's Leadership Forums in Argentina and Brazil, addressing "Diversity as Competitive Advantage" through inspiring leadership panels and keynotes. We continued our Mentoring Mujeres



program, convening over 130 women in small groups with nearly 50 mentors.

Also, in a first for us, Vrio participated in the 2019 AT&T Employee Group Conference. Together with AT&T Mexico, we led a workshop on conducting business in Latin America and promoted our product, services and culture with a booth in the expo hall.

**When a workplace reflects a vibrant, inclusive community, people take note.** In 2019, employees in 11 Latin American countries ranked us a Best Workplace by GPTW, landing us among the Top 25 World's Best Workplaces.



## RECOGNITION

Recognized by Great Place to Work in 2019 as:

- World's Best Workplaces: #25 [New](#)
- Best Multinational Workplaces in Latin America: #20
- Best Place to Work in Argentina: #6
- Best Place to Work in Brazil: #78 [New](#)
- Best Place to Work in Chile: #3
- Best Place to Work in the Caribbean: #25 [New](#)
- Best Place to Work in Colombia: #14
- Best Place to Work in Colombia TLC: #11
- Best Place to Work in Ecuador: #4
- Best Place to Work in Peru: #12
- Best Place to Work in Uruguay: #2
- Best Workplaces for Women – Argentina [New](#)
- Best Workplaces for Women – Ecuador [New](#)
- Brazil Special Recognition: #1 Communication, #1 Recognition, #5 Inclusion [New](#)
- GPTW Certification: Brazil, Caribbean, Peru, Uruguay and Venezuela [New](#)



# La Historia de Mariela

Reoccupied with her work, Mariela Cupolo nearly missed the deadline to sign up for Mujeres LATAM's Women's Leadership Forum in Argentina last year.

"But someone in the Training Department insisted [that I join] the program," Cupolo says. "This became one of the most important lessons: Sometimes we are so focused on work and due dates that we do not take the time to really think about where we are, what we want and what we need to accomplish our goals."

At the event – which launched last year in Argentina and Brazil – Cupolo listened to Vrio CEO Melissa Arnoldi speak about diversity as a competitive advantage. All around her, she witnessed that advantage firsthand. The diversity of the 134 women who participated in the Mentoring Mujeres program, Cupolo says, was one of its greatest strengths.

"We were from different areas, and we had different opinions and experiences that we could share," she says. "I think that is what was really interesting and positive."

In small group discussions with mentors, Cupolo and her fellow mentees learned how to rework their CVs to highlight their strengths and talked freely about their experiences balancing work and family.

Cupolo says she's likely to go back to the Women Leadership Forum in the future, perhaps as a mentor herself. "The program won't give you all the answers. But you will learn from hearing about other's experiences, and you will share your own," she says.



**Mariela Cupolo**  
*Director, Contabilidad  
LATAM*

**WE WERE FROM DIFFERENT AREAS, AND WE HAD DIFFERENT OPINIONS AND EXPERIENCES...I THINK THAT IS WHAT WAS REALLY INTERESTING AND POSITIVE."**

# Vrio.

## WORKFORCE

10,721  
EMPLOYEES

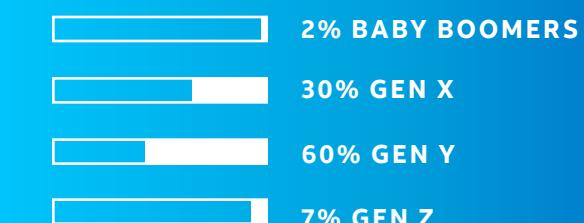
47%  
FEMALE

## SUPERVISORY POSITIONS

39%  
FEMALE



## GENERATIONS



Vrio, the holding company for DIRECTV in South America and SKY in Brazil, operates in 11 countries, serving over 13 million subscribers across the region.

# AT&T Mexico

Juntos Construimos  
Nuestra Cultura  
Diversa e Incluyente

In 2019, AT&T Mexico employees were busy making a difference. They worked together to care for the planet, cleaning up beaches and parks through AT&T Verde programs. They connected with local retired seniors through AT&T Diversidad Generacional. They empowered more than 400 women through the “Empoderate” challenge. And they took steps to make their workplaces more inclusive by launching “Entorno Azul,” a program centered on the unique needs and abilities of autistic individuals.

**AT&T Mexico did all of this not just because it's the right thing to do, but because we're convinced that diverse, happy employees generate the best results.**

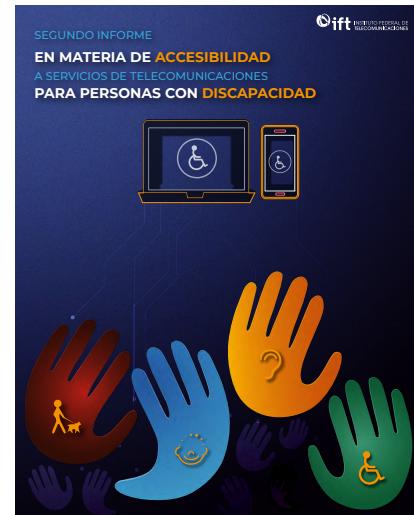
## RECOGNITION

Recognized by Great Place to Work in 2019 as:

- Best Place to Work in Mexico: #6
- Best Place to Work for Millennials: #3
- #WeAreGPTW Video: #1
- Best Place to Work for Diversity and Inclusion: #7

## OTHER AWARDS:

- Distintivo Empresa Incluyente
- Empresa Socialmente Responsable
- Equidad MX – LGBT inclusive
- Mejores Empleadores (Best Employers): #1 in Diversity & Inclusion
- Par Aequales – Gender Equality



AT&T Mexico was highly rated by the Instituto Federal de Telecomunicaciones [IFT] for our accessibility efforts in 2019. In their Second Report on Accessibility to Telecommunications Services for Persons with Disabilities, the IFT noted the significant increase in our accessibility compliance percentage – from 63% in 2018 to over 87% in 2019. They also recognized AT&T Mexico for:

- Providing users with visual disabilities an easily navigated website. In fact, we were ranked at the top of the 17 mobile services providers evaluated.
- Training our sales, customer service and collection employees annually on accessibility.
- Including the accessibility features of our stores along with the hours and location information posted on our public website.
- Being the only company in Mexico that publishes an accessible contract with audio, video and sign language capabilities.

Clearly our efforts to increase the accessibility of our products and services in Mexico have gained momentum and are making a positive impact.



## WORKFORCE

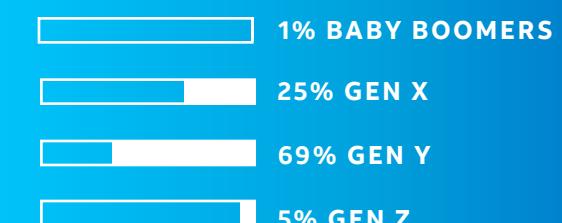
18,770 38%  
EMPLOYEES FEMALE

## SUPERVISORY POSITIONS

34%  
FEMALE



## GENERATIONS



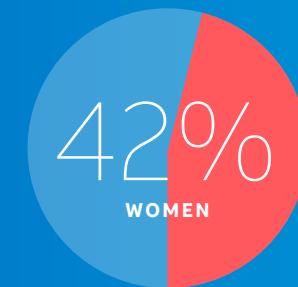
With 18.6 million wireless subscribers and the most reliable voice and data network, AT&T Mexico is the fastest-growing wireless provider in Mexico.

# Recruiting & Outreach

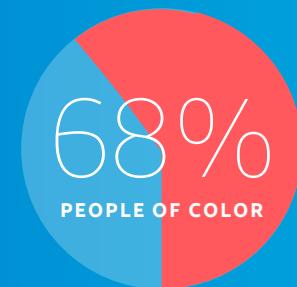
To have a diverse and inclusive workforce, you must put an emphasis on attracting and hiring talented people who are a mix of genders, races, abilities and experiences – people who reflect the world in which we live and work.

We put this into practice in 2019 by recruiting at colleges and job fairs, partnering with Historically Black Colleges and Universities and Minority Serving Institutions, sponsoring conferences and events, participating in workshops and on panels, completing benchmarking studies and surveys, and supporting organizations and initiatives committed to providing an equal opportunity for all people. And when we look at the results, the extra effort is certainly worth it.

2019 U.S. APPLICANTS<sup>1</sup>

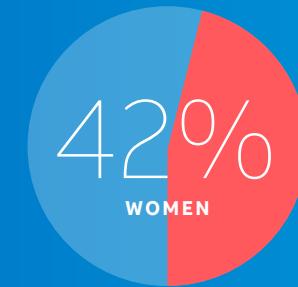


263,633 APPLICANTS

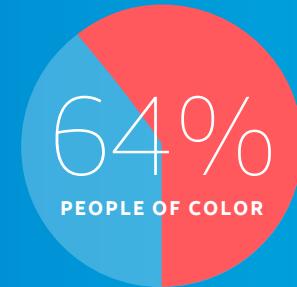


418,774 APPLICANTS

2019 U.S. HIRES<sup>1</sup>



7,195 HIRED



9,109 HIRED

<sup>1</sup>Excludes WarnerMedia and Xandr.

<sup>2</sup>As self-identified via AT&T iCount.

10%

OF OUR HIRES  
WERE VETERANS<sup>2</sup>

4%

OF OUR HIRES  
WERE PEOPLE WITH  
DISABILITIES<sup>2</sup>

65%

OF OUR COLLEGE STEM  
APPLICANTS WERE  
PEOPLE OF COLOR

52%

OF OUR GENERAL  
INTERNSHIP PROGRAM  
SUMMER HIRES WERE  
PEOPLE OF COLOR

69%

OF OUR LEADERSHIP  
DEVELOPMENT  
PROGRAM HIRES  
WERE WOMEN

40%

OF OUR TECHNOLOGY  
DEVELOPMENT PROGRAM  
HIRES WERE WOMEN



# Diversity & Inclusion

## Partnerships

### GENERAL DIVERSITY

- 21st Century Leaders – Turner Youth Media Institute
- Council of Urban Professionals (CUP)
- Cristo Rey Network
- DiversityInc
- Diversity Week
- Emma Bowen Foundation
- Evolve Entertainment Fund
- Inroads
- Junior Achievement
- Management Leadership for Tomorrow (MLT)
- NAACP Legal Defense and Educational Fund

- National Action Council for Minorities in Engineering (NACME)
- National Association for Multi-Ethnicity in Communications (NAMIC)
- National Center for Civil and Human Rights
- National Diversity Council/Texas Diversity Council
- NOVAC (New Orleans Video Access Center)
- Posse Foundation
- STEM Advantage Program
- T. Howard Foundation
- Year Up



### GREAT PLACE TO WORK

At AT&T, making our company a great place to work for each of our nearly 250,000 employees is always a priority. **That's why we're excited to be included on the first-ever FORTUNE Best Big Companies to Work For list.**

The list recognizes companies with more than 100,000 U.S. employees that passed the Great Place to Work Certification bar. To build the list, FORTUNE and Great Place to Work consider programs such as our Employee Relief Fund and employee responses to questions about their opportunities to reach their full potential at their company, no matter who they are or what they do.

Our values impact AT&T's rank as a great place to work – and our employees are living proof.

# Diversity & Inclusion Partnerships (Cont.)

## ASIAN AND PACIFIC ISLANDER

- ASCEND National Conference
- Asia Society
- Asian American Journalists Association (AAJA)
- Asian Youth Center
- Coalition of Asian Pacifics in Entertainment (CAPE)
- Japan Society
- Leadership Education for Asia Pacifics (LEAP)
- OCA – Asian Pacific Americans Advocates
- Sakhi for South Asian Women
- Search to Involve Pilipino Americans (SIPA)

## BLACK

- ADCOLOR/The One Club
- Atlanta University Center Consortium (AUCC) Career Fair
- Black College Expo
- Black Enterprise Black Men XCEL Summit
- Black Enterprise Women of Power Summit
- Black Filmmaker Foundation
- Black Girls Code
- Black Women Animate
- The Blackhouse Foundation

**AT&T has a strong commitment to Historically Black Colleges and Universities (HBCUs). In 2019, we recruited on campus at Hampton University, North Carolina A&T State University, Morehouse College, Spelman College and Clark Atlanta University, and sourced students online from 75 HBCUs. Today, more than 1,000 HBCU alums work at AT&T.**



# Diversity & Inclusion Partnerships (Cont.)

## HISPANIC/LATINO

- The Dominican Women's Development Center
- Hispanic Alliance for Career Enhancement (HACE)
- Hispanic Association on Corporate Responsibility (HACR)
- Hispanic Scholarship Fund (HSF)
- Latin American Association
- LATINA Style
- Latino Film Institute
- National Association of Hispanic Journalists (NAHJ)
- National Association of Latino Independent Producers (NALIP)
- National Hispanic Media Coalition
- Proud to Be Latina
- TECHNOLOchicas
- We Are All Human

## LGBTQ+

- Athlete Ally
- Atlanta Gay Men's Chorus
- Atlanta Pride
- Black Tie Dinner
- The Center
- Dallas Resource Center
- Family Equality Council
- GLAAD
- GLSEN
- Hetrick-Martin Institute
- Human Rights Campaign (HRC)
- NLGJA Association
- NYC Anti-Violence Project
- oSTEM
- Out & Equal Workplace Summit
- Point Foundation
- Transgender Economic Empowerment Project Job and Resource Fair



It's a great feeling to have our commitment to the LGBTQ+ community recognized. In 2019, AT&T was named one of the “Best Places to Work for LGBTQ+ Equality” by the Human Rights Campaign (HRC) for the 15th consecutive year, receiving a perfect score from 2004-2019 on the Corporate Equality Index for our fair treatment of LGBTQ+ employees.



Since 1975, our people have dedicated themselves towards a stronger, more inclusive LGBTQ+ workplace. See what steps our teams have taken to prove we're all in. #TurnUpTheLove #PrideMonth [go.att.jobs/6013Eo3IH](http://go.att.jobs/6013Eo3IH)



# Diversity & Inclusion Partnerships (Cont.)

## NATIVE AMERICAN

- American Indian College Fund
- American Indian Science and Engineering Society (AISES) National Conference
- Barcid Foundation

## PEOPLE WITH DISABILITIES

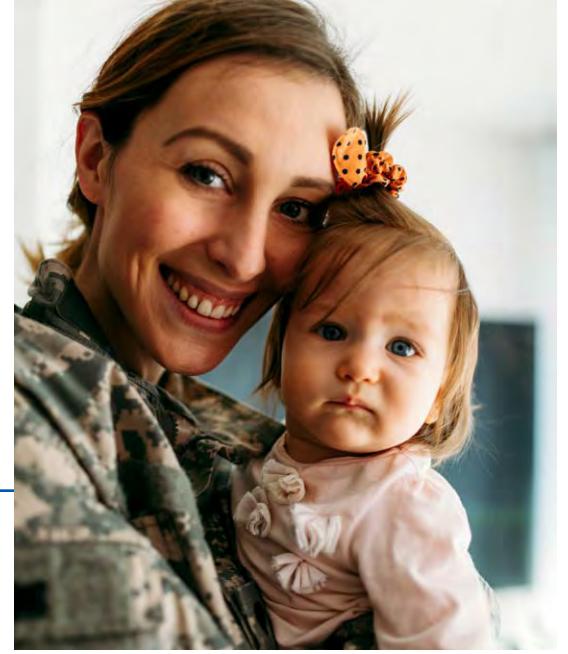
- AT&T Advisory Panel on Access and Aging (AAPAA)
- Autism Speaks
- Disability:IN
- Exceptional Minds
- National Organization on Disability (NOD)
- NEXT for AUTISM



For the fifth consecutive year, we earned a score of 100 on the Disability Equality Index. First launched in 2015, the Disability Equality Index (DEI) is acknowledged as the most comprehensive disability inclusion assessment tool designed and embraced by both business leaders and disability advocates.

## VETERANS

- American Corporate Partners (ACP)
- Bob Woodruff Foundation
- Carry The Load
- FourBlock
- Hiring Our Heroes
- Hiring Red, White & You!
- Iraq & Afghanistan Veterans of America (IAVA)
- Military Spouse Employment Partnership (MSEP)
- Military Times Best for VETS Index
- New York City Veterans Day Parade
- Operation Shower
- The Mission Continues
- UndergraduVets Career Conference
- Veteran Jobs Mission
- Vets in Tech
- Wreaths Across America



In 2013, AT&T pledged to hire 20,000 veterans by 2020. An ambitious goal, reflective of the way AT&T has been dedicated to supporting

military personnel, veterans and their families for over a century. We're proud that not only did we meet our goal, we did so a year ahead of schedule.

Even though we achieved our mission in 2019, we're not done. Our tradition of inspiring change has redirected our focus to upskilling veterans with an interest in technology, media and entertainment. To make this happen, we're partnering with like-minded organizations across the country to optimize the success of America's heroes.





In September 2019, Turner Sports hosted “She’s Got Game,” a one-day experience for women looking to learn more about what it takes to have a successful career in the sports industry. Attendees had the opportunity – through workshops, panels and networking sessions – to meet some of the most talented women in the sports industry and learn about career opportunities that are changing the game.

## Diversity & Inclusion Partnerships (Cont.)

### WOMEN

- Advancing Women Executives
- Alliance for Women in Media
- AnitaB.org
- Archer School for Girls
- Atlanta Women’s Chorus
- Atlanta Women’s Foundation
- Catalyst
- Cool Girls
- Downtown Women’s Center
- Forté Foundation
- GenHERation
- Girls Inc.
- Girls Who Code
- Girls Write Now
- Grace Hopper Celebration
- International Women’s Media Foundation
- New York Women in Film & Television
- The New York Women’s Foundation
- Outstanding Mature Girlz Organization
- She Runs It
- Step Up Women’s Network
- The United States of Women Summit
- U.S. Chamber of Commerce Foundation
- Women in Cable Telecommunications
- Women in Communication Conference
- Women in Film
- Women’s Animation
- Women’s Foundation of Genesee Valley
- Women’s Media Center
- Women’s Weekend Film Challenge



# Employee Groups

## Together in Our Uniqueness

**E**very one of us is a unique individual with our own story to tell. But it's what we have in common that brings us together in our Employee Resource Groups (ERGs), Business Resource Groups (BRGs) and Employee Networks (ENs).

Open to everyone, our employee groups across AT&T, WarnerMedia, Xandr and AT&T Latin America reflect our diverse workforce. They're not only organized around women, people of color, LGBTQ+ individuals, people with disabilities and veterans, but also around professionals who are young, experienced or interested in cybersecurity, engineering, innovation, project management and media & entertainment technology. They are also true to our inclusive culture: each group is not only open to employees who identify with that community, but also their allies. Together, we celebrate what makes us unique as we build relationships, hone our skills, support business priorities and serve our communities.

**TOGETHER,  
WE CELEBRATE  
WHAT MAKES  
US UNIQUE AS  
WE BUILD  
RELATIONSHIPS,  
HONE OUR SKILLS  
...AND SERVE OUR  
COMMUNITIES.**

### EMPLOYEE GROUPS CELEBRATING MILESTONE ANNIVERSARIES IN 2019

5  
YEARS

Professionals  
50 Forward

15  
YEARS

Black Employees  
@Warner Bros. (BE)

30  
YEARS

Ability

50  
YEARS

The NETwork (BICP)

### ACTIVE MEMBERSHIPS

147,650+

### AT&T VOLUNTEER HOURS

271,620+

### NEW EMPLOYEE GROUPS ESTABLISHED IN 2019



AT&T First Responder Employee Network  
Cybersecurity @ Work

# Employee Groups (Cont.)



## ABILITY

**Founded 1989 | 4,900+ members**

Continued to support removing stigma of and prioritizing mental health.

## ADVOCATES FOR WOMEN IN TECH

**Founded 2014 | 4,100+ members**

Continued technical mentoring through 63 Circles with 1,000+ participants.

## ALIANZA

**Founded 2005 | 300+ members**

Partnered with Viacom to celebrate National Immigration Month by hosting a live podcast taping of the Alianza x Futuro Media Podcast "In The Thick" with Maria Hinojosa.

## ASIAN PACIFIC WOMEN'S ORGANIZATION

**Founded 2015 | 600+ members**

Held "R U OK Week," focusing on emotional intelligence.



## AT&T EMEA WOMEN'S NETWORK (AEWN)

**Founded 2013 | 800+ members**

Continued speaker series, mentoring and coffee/match sessions.

## AT&T FIRST RESPONDER EMPLOYEE NETWORK

**Founded 2019 | 1,000+ members**

Pursued outreach with external FirstNet responders organizations.

## AT&T INNOVATION NETWORK

**Founded 2018 | 2,400+ members**

Developed "Inventing the Future" initiative with AT&T Patent team that led to 20% jump in patent disclosures among members between 2018 and 2019.

## AT&T PROFESSIONAL ENGINEERS

**Founded 2016 | 1,400+ members**

Partnered with other ERGs on educational STEM activities and provided learning experiences during PEak lunch & learn sessions.



## AT&T TOGETHER

**Founded 2013 | 365+ members**

Relaunched in 2019, increasing engagement with Asia Pacific and Latin American members.

## AT&T VETERANS

**Founded 1983 | 8,800+ members**

Contributed over 30,000 volunteer hours to Carry the Load, Operation Gratitude, Wreaths Across America, Get to Zero and other veteran-focused events.

## AT&T WOMEN OF BUSINESS

**Founded 2019 | 5,000+ members**

Held International Allies of Multi-Cultural Women sessions, attended by colleagues across the business in person and via a global webcast. Executive panel members discussed the importance of women advocacy and provided real-life examples of how to be an ally every day.

# Employee Groups (Cont.)

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## AT&T WOMEN OF FINANCE

### Founded in 2013 | 5,000+ members

Focused on networking, mentoring and education pillars, hosting 70+ networking events across 19 cities and supporting 78 mentoring circles with 780 mentees.



## BLACK EMPLOYEES @WARNER BROS (BE)

### Founded 2004 | 400+ members

Continued KITS (Kids in the Spotlight) Summer Program, which was created by BE in 2018 and expanded in 2019 to include programs at both WB and NBCUniversal.

## BLACK PROFESSIONALS@TURNER

### 1,000+ members

Under the umbrella of the Cultural Engagement committee, led Black History Month engagement efforts by creating mutually beneficial cultural experiences for members and Turner employees.

## BUSINESS PROFESSIONALS

### Founded in 2013 | 1,900+ members

Hosted Leadership Games, a new networking event designed to improve participants' leadership, collaboration, communication and active listening skills.



## EMERGING PROFESSIONALS @WARNER BROS.

### Founded 2007 | 800+ members

Partnered with WB Food Services for Boss' Day and WB Fitness Center for All-BRG event and expanded programming outside of WB with joint studio mixers.



## FACES

### Founded 1985 | 2,810+ members

Continued National Cultural Series focused on bringing awareness to the history of Filipino-American heroes who have served our country, highlighting Filipino food, culture and more and bringing attention to two Filipina leaders at AT&T who embody empowerment and overcoming obstacles.



## GENHBO

### Founded 2016 | 300+ members

Brought together senior executives from across various sectors to discuss current trends within the media industry landscape at our "What's Next 2019 Content Creation Panel."

# Employee Groups (Cont.)

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## HACEMOS

### Founded 1988 | 9,600+ members

The HACEMOS IoT Academy served over 6,000 STEM/Career Fair participants and taught over 3,800 STEM/IoT Workshop participants.



## HBO PARENTS

### Founded 2018 | 200+ members

Partnered with author and psychologist Benjamin Hardy to facilitate a WebEx best practices keynote on how parents can use meditation and journaling to be more productive at work and home.



## HBO PROUD

### Founded 2005 | 350+ members

In an ongoing effort to catalyze greater awareness and education for the Trans/GNC community, HBO Proud engaged with employees to educate them about Transgender Day of Remembrance while distributing pronoun pins, a one-page infographic from The 519 on creating safe spaces for our GNC peers and inspiring greater conversation, and trans flags/stickers.



## HBO SALUTE

### Founded 2014 | 100+ members

Memorial Day/Fleet Week partnership with USO Operation That's My Ride to strengthen America's military service members by keeping them connected to their children throughout their service. That's My Ride provides a targeted opportunity to connect through the classic gift of a bicycle.



## ICAE

### Founded 1983 | 2,500+ members

Hosted the Tribal Talks series and supported the LA Skins Fest Native American film festival alongside HBO to support Native Arts, reaching more than 10,000 people and educating them about AT&T's products, services and hiring opportunities.



## INSPIRASIAN

### Founded 2006 | 8,000+ members

Won an Excellence in Action Innovation Award for Dare to Be, an innovative marketing initiative that raised money for scholarships and increased employee engagement in supporting InspirASIAN.



## LADIES IN TECHNOLOGY AT TURNER (LiTT)

### 600+ members

Continued support for Girls Who Code.



## LEAGUE AT AT&T

### Founded 1987 | 5,700+ members

Won the 2019 Excellence in Action Best Overall Program Award for our Stonewall 50 program in partnership with WarnerMedia and Xandr LGBTQ+ groups, which included building a microsite to commemorate the anniversary.



## MOSAIC

### Founded 2005 | 250+ members

Held Asian executives panel across all business units to spotlight Asian talent in front of and behind the camera. Hosted a screening and panel event showcasing three finalists in the Visionaries competition.



## MUJERES EN ACCIÓN

### Founded 2015 | 200+ members

Participated in Women's History Month activities for 1,000 employees, AT&T Girls Day, and the Women in Tech Conference.

# Employee Groups (Cont.)



## THE NETWORK BLACK INTEGRATED COMMUNICATIONS PROFESSIONALS (BICP)

### Founded 1969 | 11,000+ members

Hosted The NETwork eSTEAM Fair to bridge the digital divide and technical skills gap by exposing high-performing minority youth ages 11-14 to careers in STEAM. Our programming provides STEAM-centered educational enrichment to the next-generation workforce, primarily located in underserved communities.



## NETWORK FOR ASIAN PACIFIC AMERICANS (NAPA) @WARNER BROS.

### Founded 2006 | 300+ members

Celebrated Undas/Día de los Muertos in partnership with UNIDOS to help educate and spread awareness about the cultural significance of this day.

## NEXTGEN

### 1,050+ members

Held creative workshops to inspire artistic collaboration across WarnerMedia, covering topics like screenwriting, film production, news production and journalism/editorial.



## The Network BICP 50th Anniversary

When you turn 50, it's worth celebrating! And in July 2019, The NETwork Black Integrated Communications Professionals did just that. In honor of their 50th anniversary, AT&T's oldest ERG held an event in the Washington, D.C., Metropolitan area anchored on the theme, "Standing on Our Legacy; Disrupting the Future." More than 350 members, retirees and supporters gathered for the four-day celebration, which commenced with a welcome from a few of AT&T's senior African-American leaders and a private tour at the National Museum of African-American History & Culture. Attendees engaged in a variety of plenary sessions and workshops focused on self-care, personal finance, servant leadership and the ongoing need for disruption in business and the community. And while this event was

centered on celebrating NETwork BICP's last 50 years, it also left everyone in attendance with a renewed commitment to the next 50 years of service and beyond.

**EVERYONE LEFT  
WITH A RENEWED  
COMMITMENT  
TO THE NEXT  
50 YEARS OF  
SERVICE AND  
BEYOND.**

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## OASIS

### Founded 2001 | 5,200+ members

Launched the Your Planet Matters program in partnership with AT&T Corporate Social Responsibility to help save our precious natural resources for future generations.



## OUT@WARNER BROS.

### Founded 2002 | 350+ members

Participated in L.A. Pride March with support from AT&T, HBO, Turner and Warner Bros.



## OXYGEN

### Founded in 2011 | 16,000+ members

Launched Disrupt campaign to help develop future leaders and disrupt the status quo. Held multiple Disrupt Work webcasts with key business leaders and external speakers to discuss how to disrupt the status quo in the office and at home.



## PARENTS AT WORK

### Founded 2013 | 1,550+ members

Organized virtual sessions and kid-friendly events in Slovakia like the Ski Academy, Hiking with Kids, Kite Festival, Family Minimarathon Run and Carnival on Ice.



## PROFESSIONALS 50 FORWARD

### Founded 2014 | 5,900+

Won Excellence in Action Award for the Show You Care, Give a Pair nationwide campaign for underwear donations for shelters across America. The campaign netted over 2,000 pairs and \$2,000 in cash to purchase additional pairs.



## PROJECT MANAGEMENT NETWORK

### Founded in 2014 | 6,440+ members

Enrolled 867 employees in training and mentoring classes designed for those interested in Project Management certification.



## PULSE OF INDIA

### Founded in 2016 | 440+ members

Increased our focus on Skill Development and conducted the "Introduction to Patents" for all India employees in collaboration with the AT&T Innovation Network.



## STUDIO NETWORK OF ADMINISTRATIVE PROFESSIONALS (SNAP)

### Founded in 2017 | 460+ members

Hosted an open house event to introduce members to SNAP and recruit committee members and volunteers.



## TURNER ASIA

### 560+ members

Hosted APA Screenings of WarnerMedia content like "The Ho's," "Detective Pikachu," "Warrior" and "Chasing Life."



## TURNER DISABILITY

### 230+ members

Worked on creating an inclusive hiring program focused on interns and apprentices with disabilities.

# Employee Groups (Cont.)

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## TURNER PARENTS

### 900+ members

Hosted a Parent Academy, an all-day workshop focusing on drugs, diversity and money.



## TURNER UNO

### 940+ members

Hosted Taste of Latin America event in partnership with Restaurant Associations to showcase Hispanic/Latin Foods in New York and Atlanta.



## TURNER VETS

### 400+ members

Partnered with HBO Salute to hold a Veterans Day Bootcamp.



## TURNER WOMEN

### 1,900 members+

Served over 200 mentees through our Turner Women's Circle Mentoring program, a nine-month program that pairs two executive level mentors with approximately 10-15 female mentees.



## TURNOUT

### 940+ members

The TurnOut NY chapter participated with LGBTQ+ BRGs across HBO, Warner Bros., AT&T and Xandr to represent the company at the 2019 WorldPride March in NYC, commemorating the 50th anniversary of the Stonewall Rebellion. More than 200 employees from across the company participated.



## UNIDOS @WARNER BROS.

### Founded 2006 | 630+ members

Hosted "The Curse of La Llorona" screening in partnership with Theatrical Multicultural Marketing.



## VALOR @WARNER BROS.

### Founded 2017 | 300+ members

Supported FitNation 5K Run in conjunction with Veterans Day.



## WIREFRAME @WARNER BROS.

### Founded 2017 | 1,080+ members

Participated in the Mobile Gaming Landscape Event.



## WOMEN @HBO

### Founded 2016 | 1,100+ members

Held International Women's Day event in New York, Santa Monica and Seattle to help forge gender equality, celebrate women's achievement and raise awareness against biases by taking action for equality. Companywide activation included panel discussions, cross-function collaboration and community/relationship building.



## WOMEN OF AT&T

### Founded 1972 | 21,500+ members

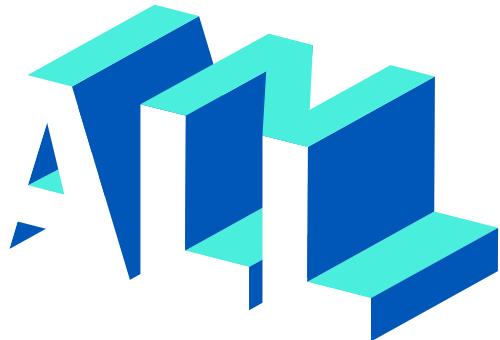
Launched the suicide prevention initiative WOA Rocks, reaching elementary to college-age students through programs like GIFT Day.



## WOMEN OF WARNER

### Founded 2005 | 1,600+ members

Onboarded Girl Scouts Greater Los Angeles (GSGLA) as new community partner, inviting a group of girls to the WB studio lot and creating programming for them to learn about the entertainment industry, as well as provide an opportunity for members to volunteer.



## 2019 AT&T EMPLOYEE GROUP CONFERENCE

### **“WE’RE ALL IN, AND WE’RE ALL-INCLUSIVE,”**

said Chief Diversity Officer Corey Anthony to open the 11th annual Employee Group Conference in Dallas, Texas.

“All In” was the 2019 conference theme, and all 58 employee groups across the company were represented for the first time. The conference brought together more than 2,100 employees from around the globe for two jam-packed days of panels, executive workshops, recognition and even a community service project – all representative of AT&T’s heart and passion for diversity & inclusion.

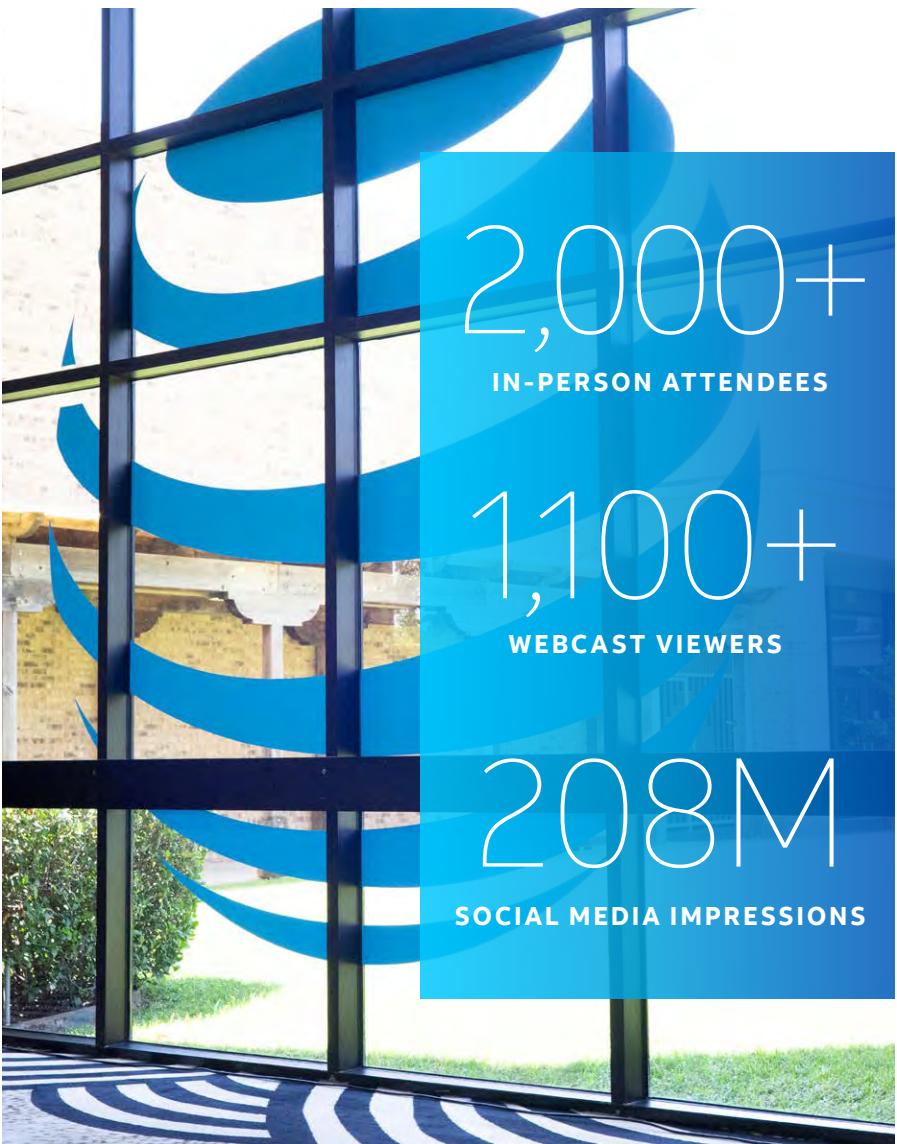
In his keynote, AT&T Chairman and CEO Randall Stephenson talked about engagement, using as an example his personal experiences serving on the board of the Boy Scouts of America at a time when the organization excluded LGBTQ+ scouts and volunteers.

In that position he faced a dilemma: should he remove himself from the organization, or stay engaged and work for needed change?

Randall chose to engage. And through persistent dialogue, the Boy Scouts changed their membership policy to include the LGBTQ+ community.

When it comes to political engagement, Randall says going all in is the only way. “We will continue to engage in the political process,” he said. “We will give our financial support to candidates who support policies that are in the best interest of our customers, our employees and our shareholders.”

Recalling the company’s long history of supporting civil rights protections for all employees, Randall ended by ensuring that when it comes to the future of equality legislation, “your company will once again be out in front and on the right side of justice.”



# Excellence in Action Awards



Our employee groups consistently deliver excellence through their actions. At the 2019 Employee Group Conference, we recognized their best efforts with the Excellence in Action Awards for their innovation, collaboration, leadership and community impact.

## INNOVATION EXCELLENCE IN ACTION WINNERS

**OASIS-Texas** won for its Circle of Knowledge program, which invites people of all ages and abilities to embrace innovation in technology and problem-solving. Not only did Circle of Knowledge attract 1,000 participants via workshops, hackathons, camps and summits, it increased chapter membership by 20%.

**InspirASIAN** took home a national award for its “Dare to Be” campaign to increase money for their scholarship program. The campaign brought in \$17,000, engaged 315 members and chalked up 4,500 volunteer hours.



## COMMUNITY EXCELLENCE IN ACTION WINNERS

**Women of AT&T-San Antonio** won for “Build Day – Building Bunk Beds for Children!” This WOA chapter delivered 50 beds and raised \$15,000 for the Sleep in Heavenly Peace nonprofit.

**Professionals 50 Forward** was recognized for its national “Show You Care, Give a Pair” campaign, which raised \$2,000 in donations and brought in 2,100 pairs of underwear for the homeless.

# Excellence in Action Awards (Cont.)

## COLLABORATION EXCELLENCE IN ACTION WINNERS

**Professionals 50 Forward-Atlanta** won for its ERG/EN Spring Fairs. This chapter's partnership with 10 ERGs, two Employee Networks and the local Pioneers attracted over 1,000 attendees, signed up 535 new members, engaged more than 100 volunteers and raised over \$1,000 for local charities.

**The AT&T Innovation Network** was recognized for its "Driving Results Through Collaboration" campaign to engage more employees in our company's innovation process through active collaboration. Results included the establishment of 23 AIN ambassadors worldwide to help form local innovation teams.

## LEADERSHIP EXCELLENCE IN ACTION AWARD:

### JACKSON KU, INSPIRASIAN

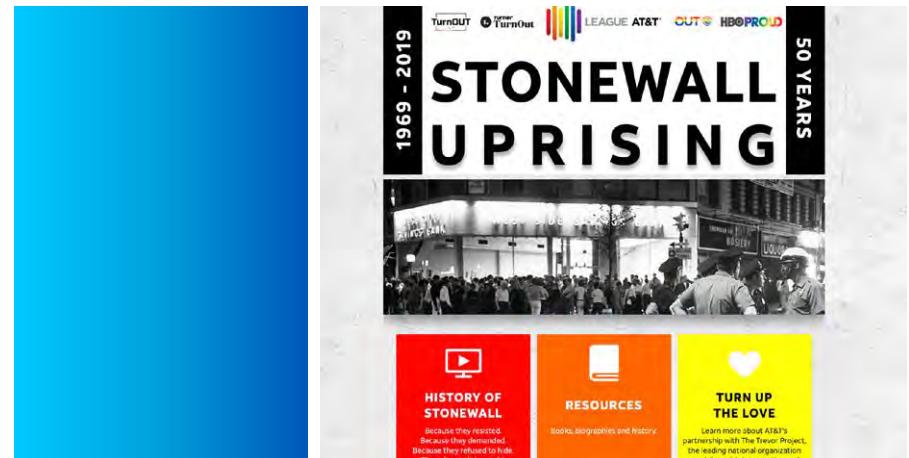
Under Jackson Ku's leadership as president of the Atlanta chapter and then as national president, InspirASIAN doubled its scholarship fundraising to \$140,000, significantly increased its volunteer hours and won two ERG in Action Awards. Jackson also mentors employees from several ERGs and has received the President's Volunteer Service Award each year since 2013.

## BEST OVERALL EXCELLENCE IN ACTION AWARD: **STONEWALL 50!**

Representing the best combination of innovation, collaboration, leadership and community impact, Stonewall 50 is the first companywide coordinated effort of the LGBTQ+ employee groups of AT&T, WarnerMedia and Xandr.

Together **LEAGUE at AT&T, HBO Proud, OUT@Warner Bros., TurnOUT** and the **LEAGUE at AT&T Xandr** chapter developed a website and employee video to celebrate the 50th anniversary of the Stonewall Uprising. Launched in June 2019, the Stonewall 50 website sought to educate all employees on the importance of Stonewall to the LGBTQ+ community and provide them resources to share with their local communities. The site also sold branded apparel to raise funds for The Trevor Project.

In addition to the [Stonewall 50 website](#), members of these groups represented AT&T, WarnerMedia and Xandr as marchers in the WorldPride parade in New York, the LA Pride Festival & Parade in Los Angeles, and the Atlanta Pride Parade.





## Our **COMMUNITIES**

Our individual stories are rooted in our communities. And each of our communities has its own unique needs and assets. That's why, as a company, we are dedicated to giving back to communities in impactful, supportive and innovative ways.

# Creating a Better Story for Students

**D**uring their first year of OneGoal classes, Houston area high school juniors with average grades get a glimpse into their possible futures. After they upload their PSAT scores and GPAs into a database, students are matched with their top colleges based on eligibility. For many students, the results are disappointing. It can be a harsh reality check and one that causes confidence to plummet.

"Connecting OneGoal students with AT&T right around that time gives them something to envision beyond enrollment," says OneGoal Executive Director Patty Williams-Downs. "It gets kids to envision their lives beyond college enrollment and their neighborhoods."

OneGoal is a college access nonprofit based in Houston whose goal is to close the degree divide in America. Statistics show that only 9% of low-income students in Houston will complete a post-secondary pathway compared to their middle-class peers, who do so at a rate of 86%. "What makes us unique is that we don't work with the top 10% or the bottom 10% of students academically. We work with the forgotten middles, students with a GPA of 2.0 to 3.0," Williams-Downs says.

Williams-Downs is passionate about OneGoal's mission in part because she grew up in poverty, and she knows how powerful the influence of one caring adult can be in a young person's life. "From personal experience, I know what poverty does to families, and what it can do in terms of creating barriers between kids and success," she says. "I knew the way out of poverty was through education because I was really fortunate to be tapped by caring adults who told me I deserved more."

In addition to providing financial support to OneGoal, AT&T invited around 120 of the program's students into our Houston offices for a career fair and mentoring day. "AT&T gave us both time and money," Williams-Downs says. "This has been amazing because it says to our students, 'We care and we're going to invest in you.'"

Williams-Downs says AT&T and OneGoal are great partners because they are "pulled together by a common purpose and mission." Together, she says, we can change statistics and lives.



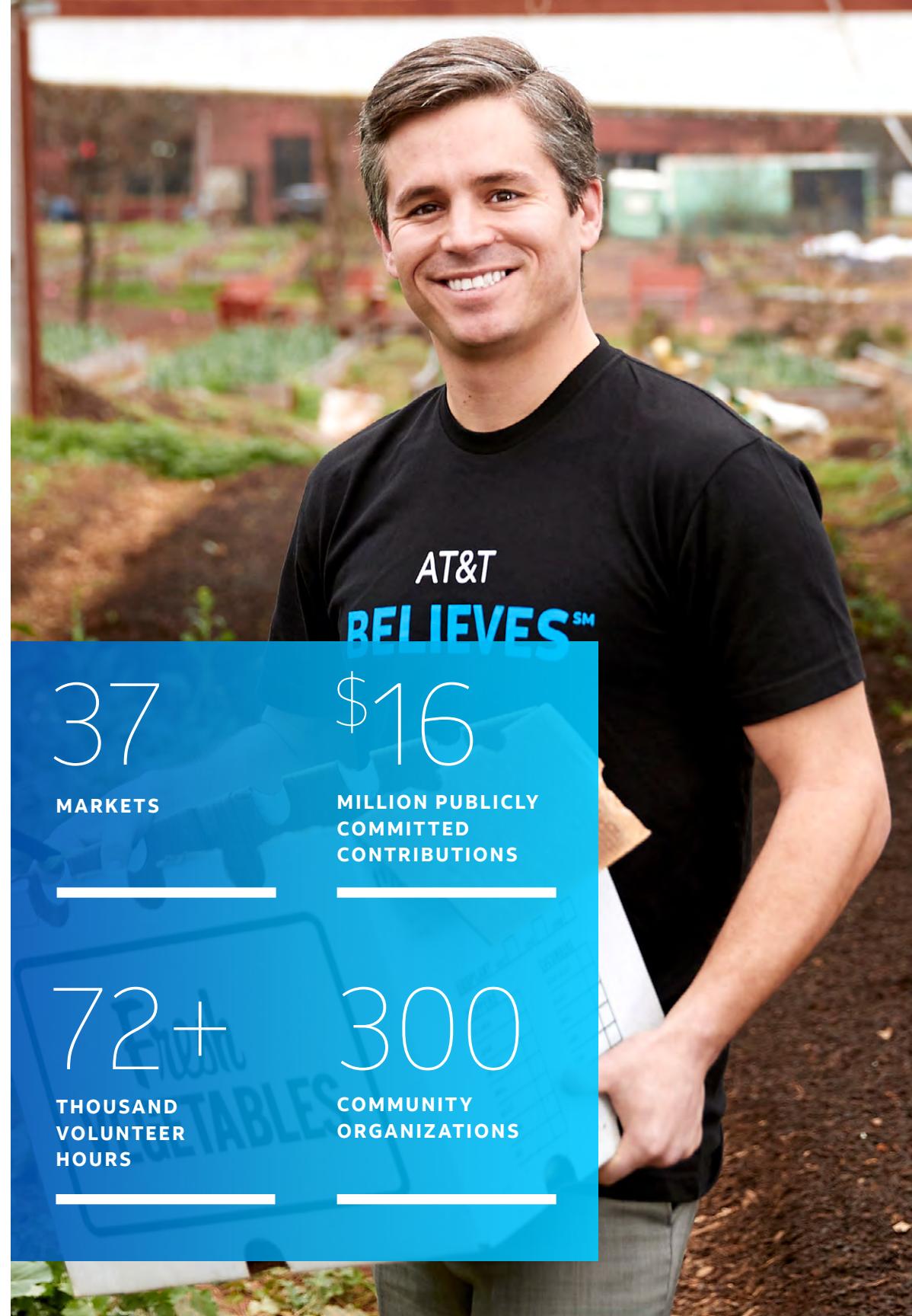
**Patty Williams-Downs**  
*Executive Director, OneGoal*

**AT&T AND ONEGOAL ARE GREAT PARTNERS BECAUSE THEY ARE PULLED TOGETHER BY A COMMON PURPOSE AND MISSION. TOGETHER, WE CAN CHANGE STATISTICS AND LIVES.**

# AT&T Believes

**A**T&T Believes<sup>SM</sup> is a new model for uplifting communities. But AT&T and our employees cannot do it alone. That's why we align our initiatives with strong local organizations. And it's also why we welcome Believers from outside of AT&T. AT&T Believes isn't a duality and it's not about community vs. business objectives. It's about working to benefit both.

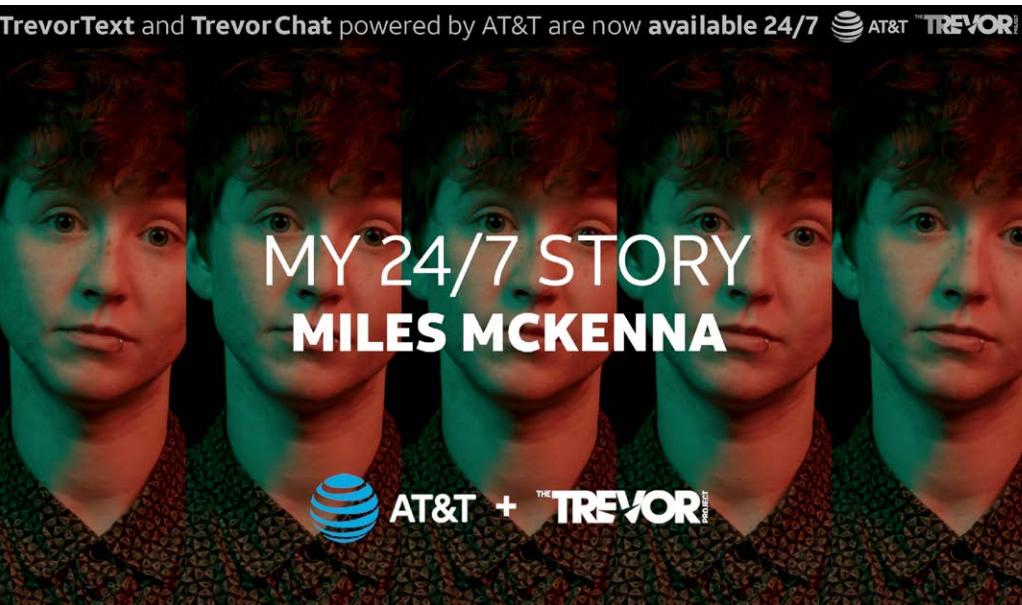
We're a global company with a strong local presence in cities throughout the country. That puts our people and assets at the front lines of community service nearly everywhere. Last year, our employees volunteered approximately 1.4 million hours and gave nearly \$29.6M to over 27,000 nonprofit organizations across the country and around the globe. Together we're focusing on needs such as digital safety, job readiness, homelessness, and access to education and careers that deliver hope for the future.



OUR EMPLOYEES' SPIRIT OF SERVICE IS AT THE HEART OF OUR COMPANY, EXTENDING THEIR IMPACT BEYOND THE WORKPLACE AND DEEP INTO OUR COMMUNITIES. AT&T BELIEVES IS SPECIAL BECAUSE IT IS INSPIRED AND LED BY EMPLOYEES, WHO KNOW BEST WHERE AND HOW TO HELP THEIR COMMUNITIES. BY JOINING WITH COMMUNITY ORGANIZATIONS TO SOLVE PROBLEMS, EMPLOYEES SHOW HOW THEY BELIEVE IN THE FUTURE OF OUR COMMUNITIES."

**Charlene Lake**  
SVP – Corporate Social Responsibility & Chief Sustainability Officer





## TURN UP THE LOVE

### TURN UP THE LOVE

As a proud ally to the LGBTQ+ community for more than 45 years, AT&T launched “Turn Up the Love” in 2018 as an initiative focused on turning up the conversation around acceptance, equality and mental wellness for LGBTQ+ youth.

For two years, [Turn Up the Love](#) has been engaging Gen Z and millennial audiences with an “always on” platform presenting exclusive content to drive support for the LGBTQ+ community and providing connections to important resources like The Trevor Project.

### LOVELOUD FESTIVAL BY AT&T

2019 was AT&T’s second consecutive year as the presenting sponsor of [LOVELOUD](#), a family-friendly music festival for the LGBTQ+ and ally community. With a mission to ignite the vital conversations about what it means to unconditionally love, understand, support, accept and celebrate our LGBTQ+ friends and family, AT&T presented LOVELOUD to tens of thousands of attendees and streamed the festival online to millions of viewers. The event helped raise \$1 million for LGBTQ+ serving organizations and raised awareness of the depth of AT&T’s support for the community.

## THE TREVOR PROJECT

### THE TREVOR PROJECT

[The Trevor Project](#) is the leading national organization providing crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ+) young people under 25.

AT&T has contributed \$1.5 million to The Trevor Project over the past two years, which has helped modernize and transform their proven suicide prevention capabilities and serve more LGBTQ+ youth via their digital platforms. Thanks to products and services provided by AT&T, TrevorText and TrevorChat are now available 24/7 to help at-risk LGBTQ+ youth whenever they need it, in the ways most useful to them.

Many AT&T employees serve as Trevor volunteers. They support LGBTQ+ youth who reach out looking for resources, support and someone to relate to. Connectivity is vital for these efforts and AT&T powers the text and chat services year-round.

In 2019 we launched [“24/7”](#) a yearlong national campaign promoting TrevorText and TrevorChat as anywhere, anytime counseling services powered by AT&T. With young social media stars sharing the moments in their lives when they really needed to reach out to someone for help, “24/7” increased Trevor’s volume of calls, chats and texts fivefold – making a lasting impact in the lives of tens of thousands of LGBTQ+ youth.

# How to Save a Life

**B**ack in the '90s, when she still lived in her hometown of St. Louis, Missouri, Annette Schaper came out as a lesbian at work for the first time. She was tired of changing pronouns when she talked about her significant other, and tired of feeling disingenuous around her colleagues. So she shared her truth.

But that's not the end of Schaper's coming out story. **"The interesting thing about our community is that we have this invisible diversity. It means that we don't just come out once. It's a lifetime. I still have to decide when and how to come out when I meet someone new,"** she says.

Even as a confident, proud adult, Schaper says outing herself in new situations sometimes makes her feel vulnerable. "It's still kind of scary for me," she says, adding that she has a 17-year-old son to consider. "I'm not just coming out for myself now. I'm coming out for my entire family. I always have to consider the risks of bullying and rejection, of being ostracized, or even the risk of being harmed or injured because of the person that I love. Because of who I am."



Schaper has worked at AT&T for over 30 years and is tremendously proud of the way the company supports her community. So when AT&T announced a \$1 million donation and multiyear initiative with The Trevor Project, she was inspired to volunteer, an experience she calls "super rewarding, and also emotionally hard."

I THINK  
AT&T HAS  
ALWAYS  
BEEN  
A STEP  
AHEAD."

**Annette Schaper**  
*Sr. Proposal Manager,  
AT&T Business*

"I personally haven't struggled with suicide, but I've certainly been in a position where I see how it can become dark," Schaper says, adding that **LGBTQ youth are almost five times as likely as their heterosexual peers to attempt suicide and that 40% of transgender adults report having made a suicide attempt.**

After volunteering for The Trevor Project throughout 2019, Schaper recently decided to take a break. Her son's best friend died by suicide last fall, and the loss took an emotional toll. Schaper let her contacts at The Trevor Project know about that death, and they responded with compassion. They wanted to ensure that she had all the space, time and resources she needed as she grieved.

"I think AT&T has always been a step ahead," Schaper says. "We certainly had an employee resource group for the LGBTQ community back in the '90s. But this investment in The Trevor Project is huge. Trevor is one of the kindest, most compassionate groups of people I've ever enjoyed working with, and they really take their mission seriously by showing true love and compassion to the youth that they support, and to their volunteers."

# xandr cares

With its four areas of focus, Xandr Cares creates meaningful change for our communities and for our business, harnessing the passion and generosity of Xandr teammates worldwide and leveraging AT&T's deep commitment to building a better tomorrow.

## 1 FUTURE TALENT: CREATING PATHWAYS FOR FUTURE GENERATIONS OF DIVERSE TALENT

Our digital skills programs work with organizations like Girls Who Code, MediaTrust (UK) and Code Like a Girl in Australia to equip students to succeed in the global advertising and technology economy. In turn, we help develop our next generation of talent with Xandr Cares internships and junior-level apprentice programs. We also run year-round mentorship programs, partnering our employees with high school students looking for support and guidance on college and career readiness topics.

## 2 TECH FOR GOOD: LEVERAGING OUR TECHNOLOGY RESOURCES FOR GOOD

Tech for Good pursues positive social impact by building scalable technology and partnership in the nonprofit sector, leveraging our Xandr engineering and tech resources. This encompasses our PSA program, which serves Public Service Announcements for nonprofits through our technology platform, as well as our work with the Federation of Internet Alerts, which uses Xandr's ad serving technology to deliver critical safety information from government agencies and nonprofits to the public.

## 3 COMMUNITY ENGAGEMENT: HARNESSING EMPLOYEE VOLUNTEERISM AND EXPERTISE WORLDWIDE

Xandr empowers employees to support the causes they care about through volunteer service. In 2019 our employees spent thousands of hours volunteering around the world for our "Together We Volunteer" campaign, which included disaster recovery volunteer trips with AT&T and WarnerMedia. Our employee-led Sustainability Club supports [AT&T's Environmental Sustainability initiatives](#), running independent education and volunteerism programs to improve our environmental impact within our workplaces and beyond.

## 4 INDUSTRY & CITIZENSHIP: SPEARHEADING POSITIVE CHANGE ACROSS OUR MARKETS, ALIGNED TO OUR PURPOSE AND BUSINESS

Building a new kind of advertising company means we need to believe in better and make a positive impact on our ecosystem by promoting responsible and inclusive advertising practices, advocating for high-quality news and media, and building meaningful relationships with civic organizations and local governments. We achieve this by running campaigns and collaborating with organizations such as Tech:NYC, the IAB, MediaTrust and United for News.



ABOVE "Together We Hack" employee hackathon with Girls Who Code, All Star Code and MOUSE.

## 2019 XANDR DIVERSITY & INCLUSION SPONSORSHIPS AND PARTNERSHIPS:

- The [International Radio & Television Society](#) mentorship program, providing internships for college students within the media and advertising space.
- MOUSE's [Diversity in Tech](#) awards, a nonprofit youth development program with an emphasis in tech.
- MediaVillage's [Advancing Diversity Honors](#) program to recognize media professionals with remarkable diversity & inclusion initiatives.
- [Upwardly Global's](#) events to help immigrants and refugees find employment in the U.S. workforce.
- Participation in several industry events highlighting diverse individuals: [She Runs It](#), [Multichannel's Wonder Women](#) and [Step Up Power Hour](#).

# WARNER MEDIA

## #SPIRITDAY

### WARNERMEDIA CELEBRATES SPIRIT DAY TO SPEAK OUT AGAINST LGBTQ+ BULLYING

In 2019, WarnerMedia participated in a companywide, multicity celebration of #SpiritDay – a day to stand with LGBTQ+ youth and speak out against LGBTQ+ bullying. Employees across the country raised their purple pom-poms to show their solidarity for the cause. Started in 2010 by a high school student who wanted to show support for LGBTQ+ youth and take a stand against bullying, Spirit Day is now spearheaded annually by GLAAD during National Bullying Prevention Month. Spirit Day's purple theme color was chosen because it symbolizes “spirit” on the rainbow flag.



## NYC VETERANS DAY PARADE

### WARNERMEDIA MARCHES WITH AT&T AND XANDR IN VETERANS DAY PARADE

In November, WarnerMedia, AT&T and Xandr employees marched in solidarity with veterans and current members of the U.S. Armed Forces in the 2019 Veterans Day Parade in New York City. United with the theme, “Honoring Your Sacrifice,” more than 250 employees came together to show their appreciation for the brave souls who have served and are currently serving our country.

This year marked the centennial of Veterans Day and over 20,000 people participated in this annual Veterans Day celebration, including veterans of all eras, military units, civic and youth groups, businesses and top high school marching bands from across America.

# WARNER MEDIA (Cont.)



## INTERNATIONAL WOMEN'S DAY – #BALANCEFORBETTER

### TURNER DOES ITS PART TO #BALANCEFORBETTER ON INTERNATIONAL WOMEN'S DAY

To observe International Women's Day in 2019, our women employees (and quite a few men!) gathered on Turner campuses around the globe proudly dressed in various shades of purple (including some purple hair!) to celebrate the social, economic, cultural and political achievement of women around the world. As women in business, sports and other industries worldwide fight for equality, Turner made sure to also do its part to #betterforbalance with:

- Domestic and international programming across all Turner networks featuring content written, produced, directed and created by women.
- Packaging close to 2,000 feminine hygiene products for homeless and underprivileged girls around the world through The Homeless Period Project.
- A runway show in Los Angeles from designer Christian Cowan, inspired by "The Powerpuff Girls."

# WARNERMEDIA (Cont.)

## STOP BULLYING: SPEAK UP

### CARTOON NETWORK EXPANDS “STOP BULLYING: SPEAK UP” INITIATIVE WITH NEW PARTNERSHIP PROMOTING INCLUSIVITY

For National Bullying Prevention Month, Cartoon Network’s “Stop Bullying: Speak Up” initiative joined together with PACER’s National Bullying Prevention Center and 826 National in the “Include Someone, Make a Difference” campaign to inspire kids across the country to create more inclusive communities that stop bullying before it begins.

The new partnership inspired children to include others using tools and resources featuring fan-favorite characters from a variety of Cartoon Network original series to help make a difference at home, online, in school and in afterschool programming. Kids and educators access the campaign’s microsite for guides and information including an interactive map that tracks the nation’s participation in the program. Students can share their own inclusive actions and record them on the map – helping the entire country “turn orange” in honor of bullying prevention. For educators, an “Include Someone” kit includes a poster, flyers, stickers and cards. Cartoon Network also created a PSA based on real-life stories received from children through the campaign.



# Summer of Skills



During the summer, when students lack the day-to-day engagement they have during the school year, many valuable skills begin to slide. In fact, **research estimates that in the summer following third grade, students lose nearly 27% of their school-year gains in math.** For many students, these kinds of learning slides are cumulative and impact them later in their academic journeys, becoming an increasingly insurmountable hurdle.



**ALL YOUTH  
DESERVE  
ACCESS TO  
TECHNOLOGY-  
BASED  
PROGRAMS..."**

**Antonio Tijerino**  
*President and CEO of HHF*

At AT&T, we recognize that the summer can instead be a time to not only maintain STEM skills, but to accelerate progress. That's why we support organizations across the country that connect young people to STEM skills development opportunities all summer long. **We're proud to partner with All Star Code, Black Girls Code, Girl Scouts, Girls Who Code and CyberPatriots** to help young people develop a range of skills, including coding, robotics and digital citizenship.

## CODE AS A SECOND LANGUAGE ACADEMY

In July of 2019, AT&T joined forces with Southwest Airlines, the Hispanic Heritage Foundation (HHF) and the Puede Network to kick off a summer session of Code as a Second Language (CSL) Academy, a program that teaches hundreds of students how to code throughout the summer. **The Puede Network summer program aims to offset a 20% drop-off in learning over the summer by students, which is exacerbated by a lack of technology outside of schools.**

Launched in Dallas, the CSL effort expanded to Brownsville, Texas, and Salinas, California, teaching students to code and exposing them to tech professionals.

"Driving CSL is the fundamental belief that all youth deserve access to technology-based programs and the opportunity to enter the workforce in a stronger position, which will help America move forward," said Antonio Tijerino, President and CEO of HHF. "AT&T and Puede Network share in that vision and we are grateful for their leadership in preparing Latino youth for the classroom and workforce."

# State Initiatives

## CALIFORNIA

Supported the expansion of the Promesa Boyle Heights Community School Model, a multitiered student support system integrating social and emotional learning and adding transition supports for incoming freshman and graduating seniors. The program serves 2,450 low-income students (50% female) in two high-risk high schools in Los Angeles.

## COLORADO

Supported American Indian and Alaska Native students, increasing the capacity of tribal colleges and universities to offer scholarships and career partnerships that create a pathway to academic and career success.

## MARYLAND

Supported a cyberbullying intervention program targeting disadvantaged K-8th grade students in Baltimore that develops and implements best practices for cyberbullying prevention.

## MICHIGAN

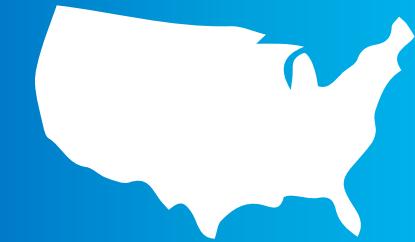
Supported the Digital Dudes and Digital Divas programs designed to engage underserved middle and high school students in hands-on STEM-based activities with the goal of increasing their interest in STEM-related careers.

## NEW YORK

Supported 50 young filmmakers ages 14-18 in gaining high-level filmmaking skills and real-world production training through Ghetto Film School's and AT&T's collaborative guidance and mentorship across three initiatives: REVOLT Content Lab, Emerging Voices Content Lab, and Branded Content.

## OKLAHOMA

Supported the Entrepreneurship Summit workshop designed for college students and budding entrepreneurs to learn what it takes to be an entrepreneur, how to write a business plan, prepare financials and how to prepare an investor presentation.



**At AT&T it's important to us to make a positive impact in the communities where we work and live.**

**Here are some examples of the support we were able to provide at a state and local level in 2019.**



*[Complete list of State Initiatives PDF found here.](#)*

## WASHINGTON

Supported the expansion of Communities in Schools of Washington's model of Integrated Student Support, providing high-quality case management in four comprehensive high schools in Federal Way, Lakewood, Pasco and Renton. Through these programs we served 360 students (12% disabled, 17% English language learners, 55% female) with the aim of improving social-emotional learning, increasing graduation rates and improving student achievement.



# You could believe **CUSTOMERS**

At AT&T we know that customers are people, individuals with unique needs, interests and dreams. That's why we go out of our way not only to assist, but to inspire.

# Understanding Our Customers' Stories

**A**s downtown Chicago's Area Retail Sales Manager from 2017 to 2018, Alfredo Morales noticed that most of his store's noontime customers left empty-handed because they felt rushed.

"They were business people on their lunch breaks," he recalls. "Anytime they came in they had 15 minutes because they needed to go grab food. So because of that, time was against them."

Morales and his team came up with a solution to help his customers save time and money. He and his team developed relationships with the managers of neighborhood restaurants and asked them to partner with AT&T. His retail representatives would hand out coupons to local restaurants when they were assisting customers.

By handing out coupons to their restaurants in his stores, he proposed, his sales team would send customers their way.

"I got my customers 50% off at the restaurant next door. So that way they could go grab their food while a member of my team was processing the sale," he says. Morales' plan was a win for the neighborhood, the customers and the sales team.

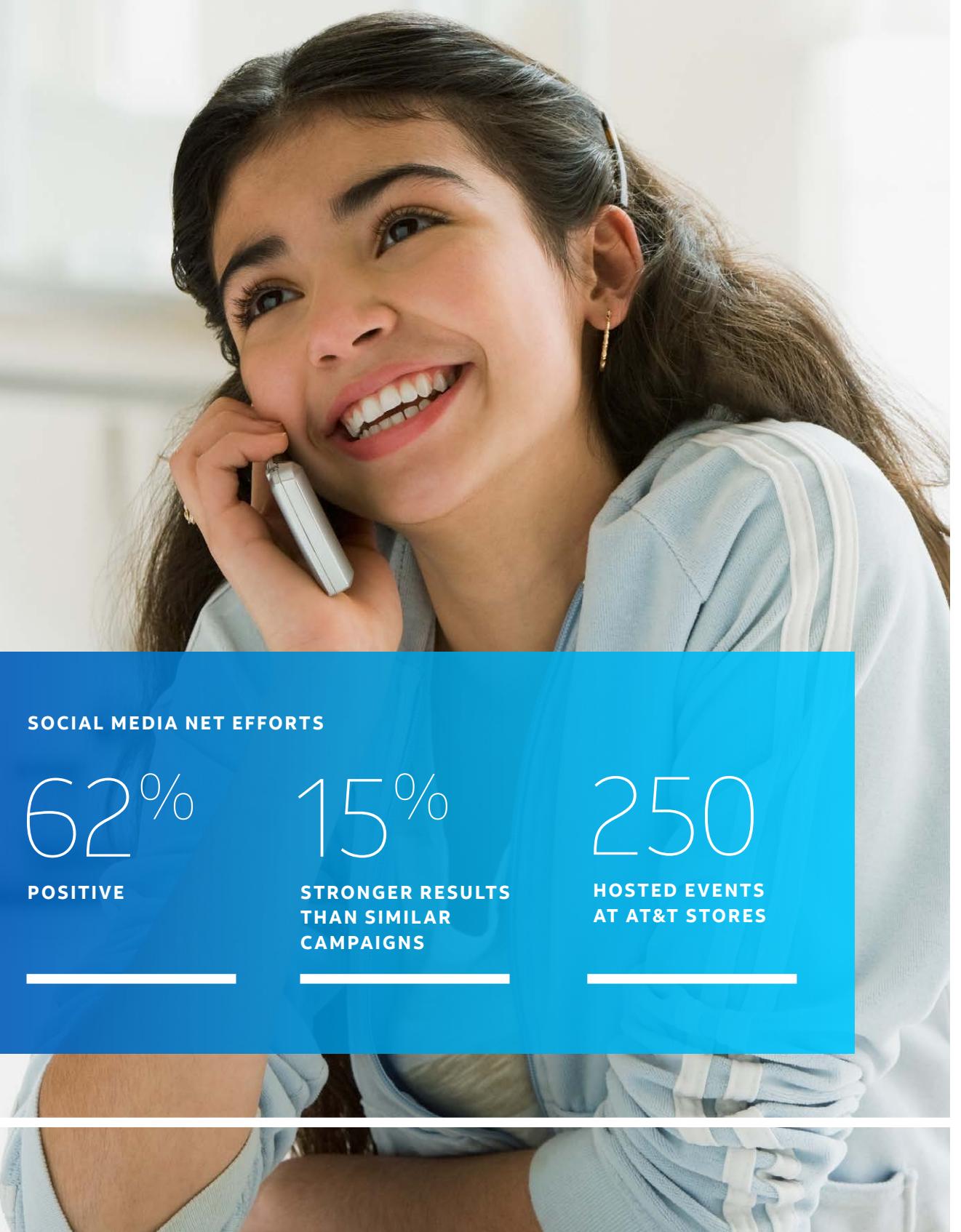
Morales has a knack for anticipating customers' needs and finding creative ways to meet them. As an Area Retail Sales Manager in Dallas, he reached out to Latinos and African Americans by sending his reps to meet those customers where they are – supermarkets, workplace break rooms, tax offices – instead of waiting for them to come into the store.

"It's the small details," he says. "Like putting 'Hablo Español' on the nametags of our bilingual sales reps. It seems like a small thing but it makes a big impact because it makes people feel comfortable. We're meeting them where they're at."



**Alfredo Morales**  
*Integrated Solutions Director –  
M&E Marketing*

**“IT’S THE SMALL DETAILS, LIKE PUTTING ‘HABLO ESPAÑOL’ ON THE NAMETAGS OF OUR BILINGUAL SALES REPS...IT MAKES A BIG IMPACT...”**

**SOCIAL MEDIA NET EFFORTS****62%****POSITIVE****15%****STRONGER RESULTS  
THAN SIMILAR  
CAMPAIGNS****250****HOSTED EVENTS  
AT AT&T STORES**

**D**uring Hispanic Heritage Month in 2019, AT&T launched a new Hispanic platform called "A Ti Y A Ti." Designed to put consumers at the center, the program cemented AT&T's over 50-year commitment to empowering Hispanics with in-language communication services. To celebrate the program's launch, we participated in festivals and events and hosted *cafecitos* at retail stores in five markets last September. These small in-store coffee shops represented the diverse tastes of individual neighborhoods, drawing people together over hot chocolate or the sweet cinnamon of a café de ollo.

**A Ti Y A Ti ("To you and to you") means that AT&T has something for you – and for you.**

AT&T Lead Marketing Manager Veronica Ventura says the program reflects what the company does best: understanding the depth and

breadth of diversity within the Hispanic segment. "We know all Hispanics are not the same," she says. "We know they're not a homogeneous group. Some may speak Spanish, but they also come from 21 different countries of origin. I think AT&T does a great job of understanding that there's more depth to it."

Ventura points out that while in-store *cafecitos* in Miami offered a selection of Brazilian goiabada pastries, stores in Los Angeles provided Mexican breads to customers. "It's about creating a deeper connection. People have relationships over coffee. And we're also reaching out to a multicultural group – a multigenerational group. So there's a lot to keep in mind. In the end it's about being authentic and genuine."



# Dream in Black

In 2019, Dream in Black ran at the speed of the culture, continuing to shape the zeitgeist as a cultural phenomenon. In February we launched Black Future Month, a celebration of the people who are making history today by shaping the future – both inside and outside our company. Because we believe one of the best ways to honor the leaders who came before us is by lifting up the next generation of black change-makers, we spotlighted leaders in entertainment and journalism who share our values. Internally, we also recognized 28 of our own employees who are impacting the future of AT&T today.

"We wanted to connect with people on a deeper level, to demonstrate that AT&T was not just celebrating those people for a moment," says AT&T Director of Marketing Angela Burgin. That's why we highlighted people like Sean Combs and Keke Palmer, individuals who have a long history collaborating with our company. "This demonstrated to our audience that we care about the community and we are invested in looking for ways to celebrate their work and provide a platform to express it," Burgin says.

One of Burgin's favorite things about the Dream in Black ethos is that it's all about being now, new, next. "We're also very insider smart," she says. "So we know where the culture is going before it actually goes there." In 2019, that kind of intuitive outreach led to a first-of-its-kind program at Comic-Con International in San Diego. Designed to connect with "blerds" – an affectionate term for self-identifying black nerds – the event brought together many of our own creators and people who love the genre.

Comic-Con is one of the biggest events of the year for comic fans. "But it's also been a place where we haven't seen enough representation of people of color, although people of color certainly play a very strong role in the comic universe," Burgin noted. So Dream in Black partnered with Warner Bros. TV's Publicity team to take things up a notch – working together to bring talent from the DC Comics franchise and shows like "Black Lightning." "We wanted to celebrate the 'blerds' who love those worlds," said Burgin. "We included many different shows and characters, both African American and other ethnicities. The Dream in Black platform is inclusive of all. It's unapologetically black, but it definitely is a place to celebrate anyone who is contributing positively to culture."

## AWARDED IN 2019

- Essence Festival Sponsor of the Year

## 2019 SHORTY AWARDS

- Brand Identity Winner
- Art Direction Winner

## 2019 CYNOPSIS LUMINARY AWARD

- Best Short Form Content

## 2019 LA ADDY AWARDS

- Interactive Advertising & Promo (Bronze)
- Interactive Branded Content & Entertainment (Bronze)
- Cross Platform Online Interactive Campaign (Bronze)

## 2019 PRO AWARDS – CHIEF MARKETER

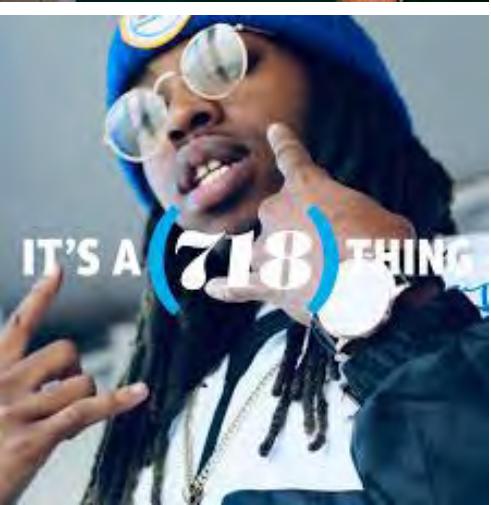
- Best Multicultural/Lifestyle/Age-Targeted Campaign (Bronze)

## 2019 CABLE FAXIE

- First Place Influencer Campaign Award

## 2019 CYNOPSIS MODEL D AWARD

- Best Social Media Campaign: Use of Instagram

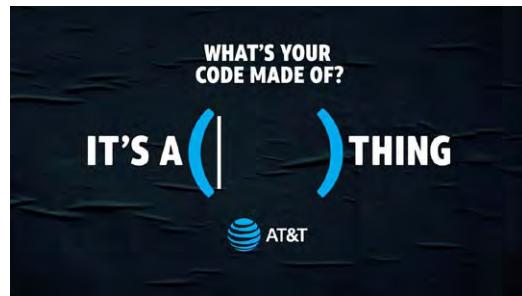


# Codes of Culture

**W**hat does it mean to rep the (212), (404) or (312)? In 2019, the answers were given through thousands of posts, billboards, films, live events, radio campaigns, memes and more.

The “Codes of Culture” campaign didn’t advertise a single phone. Instead, it celebrated the cultural meaning behind area codes. It let multicultural millennials in New York City, Atlanta and Chicago portray their generation, uncovering the people, places, rituals and language behind their three identifying digits.

We ignited the conversation about codes with hometown heroes introducing the parentheses via social media posts that shared their hometown pride. Influencers sparked discussions online, which we followed up with more traditional outdoor and radio content to celebrate each code in the real world. We launched our meme generator so everyone could create their own “It’s a ( ) thing” about the code that



represents them. Some of their posts even made it to our outdoor boards.

And then we capped things off with immersive Area Code Days in each city. (212) Day at New York City’s Terminal 5 celebrated the timeless style of Harlem, paying homage to the iconic Dapper Dan. (312) Day was a one-night-only street festival at Chicago’s Revel Fulton Market that proved the Second City is second to none. And (404) Day at the Ravine event space affirmed the new American Dream to be found in Atlanta.

**An area code is more than three digits. It signifies our home. Our identity. Our culture. It represents what we stand for and where we belong. It's the code that defines us.**

# Gender Equality in 2019: **#SEEHER**

**A**s a leader in the #SeeHer movement, we pledged to improve the representation of women and girls in advertising and media by 20% by 2020. By the end of 2019, we'd gone above and beyond, doubling that stated objective and improving gender equality in our advertising by 42%, as measured by the Gender Equality Measure™.

But that wasn't all. In early 2019, AT&T Communications Chief Brand Officer Fiona Carter brought together more than 60 brands across the sports industry to launch SeeHer in Sports. In keeping with the SeeHer mission, **we made it our goal to increase the visibility and distribution of women in sports**, taking action by supporting the AT&T 2019 WNBA All-Star Game in Las Vegas. We broadcast WNBA All-Star Friday Night, which paired the 3-Point Shooting Competition and Skills Challenge

together for the first time since 2006, and brought fans closer to the action through social media content, including live-streamed concerts from Las Vegas. Also for the first time, the AT&T logo was featured as a sponsor on all 12 of the league's team jerseys.

We also showcased our commitment to gender equality and improving the representation of women and girls in content with "[When They Tell My Story](#)," a new inspirational 30-second spot created in collaboration between AT&T Corporate Brand Marketing and WarnerMedia Sports. The spot illustrates the stories of young girls aspiring and growing in the game of golf. Through relatable moments of joy and perseverance, we follow their journey to the Augusta National Women's Amateur, which we co-present.



# International Programming

Together, AT&T and DIRECTV are committed to inclusion and keeping all of us connected to wherever we call home. We deliver rich content to diverse communities, offering a range of programming not only in Spanish but also in Tagalog, Korean, Vietnamese, Japanese, Chinese, Portuguese, Russian and Italian. From base packages to add-ons, our customers can choose from an array of over 70 options.

Our commitment to reaching out to our consumers in a meaningful and culturally relevant manner remains integral to the way we communicate with them. Be it an email campaign featuring our diverse international programming packages, or our online videos showcasing how we bring our customers closer to home, the message remains the same – we understand you, your culture and your language and therefore we do our best to make home only a remote control away. From culturally relevant advertising to street teams that speak their language at Korean and Japanese supermarkets, in 2019 we continued to reach out to our customers where they live, shop and play by being a part of their community.





# Our **CONTENT**

We're not interested in telling the same old stories. That's why we focus on diverse content made by diverse creators. Because when everyone gets to create, more people get the chance to see themselves in the stories we tell.

# Truly a Hollywood Story!

Darrin Dortch knows a thing or two about how to tell a great story. As a kid growing up in St. Louis, he was obsessed with “adult” movies like “Halloween,” “Taxi Driver,” and “The Silence of the Lambs.” Fascinated by their dark characters and twisting plots, he dreamed of someday writing his own scary stories and turning them into blockbuster movies.

It’s a dream he’s relentlessly pursued his whole life. After graduating with a degree in film production from Webster University, Dortch worked odd jobs and saved up enough money to move to Los Angeles in 2008. But making it in L.A. is tough, even for the most industrious of Hollywood dreamers.

Dortch’s first gig in the movie industry was in post-production. “In that field alone, there just aren’t a lot of black people working in the business,” he says. “I would say one of the biggest challenges [of being a person of color in Hollywood] is working in a field where there aren’t a lot of people that look like me.”

Despite the lack of representation around him, Dortch never abandoned his dream. “I don’t really know what I’d be doing if I didn’t write,” he says. And so he wrote and wrote, generating over 20 scripts for feature films, short films and TV pilots.

One of those pilots, “Short Changed,” was loosely based on Dortch’s time working at a small

bank back in St. Louis. It’s about a struggling recent college graduate who is trying to build a respectable banking career but gets stuck working as a teller at a ratchet neighborhood bank in the most dangerous part of town. “The jokes pretty much write themselves,” he says.

Dortch submitted “Short Changed” as part of his application to the American Black Film Festival’s (ABFF) writing competition. Launched in partnership with Turner, the competition shines a spotlight on diverse writers in comedy and drama writing.

Dortch’s script won, securing him a cash prize, a trip to the film festival in Miami and the opportunity to sit down with Turner executives. That meeting came with no guarantees, but it was just the opportunity Dortch needed to land his first gig as a staff writer on the hit TNT series “Claws.”

Dortch says his first day in that writer’s room was a dream come true. It was also a little intimidating. But when his boss noticed that he was a bit quiet, she encouraged him to get out of his shell and not to hold back.

“So I was pitching things that first day, and some outrageous things too. It was a very fun first day, and it’s been like that ever since,” he says. “I’ve had a great experience [working with Warner]. Obviously, they took a chance on me. They’ve been very open-minded.”



**Darrin Dortch**  
*Story Editor, “Claws” TNT,  
Warner Horizon Television Inc.*

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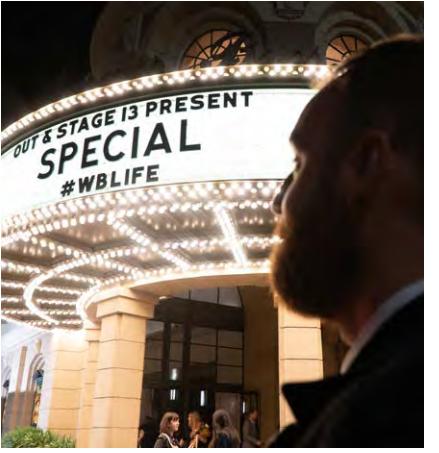
# A “Special” Story



**W**hy be normal when you can be special? "Special" is a distinctive and uplifting new series produced by Stage 13 about a gay man, Ryan, with mild cerebral palsy, who decides to rewrite his identity and finally go after the life he wants.

"Special" premiered worldwide in April 2019. Receiving rave reviews from critics and audiences alike, the show follows Ryan as he goes from working in his pajamas as a blogger and communicating mostly via text to figuring out how to take his life from bleak to chic and begin limping toward adulthood.

Ryan O'Connell is an American writer, actor, director, comedian, LGBTQ activist and disability advocate. He is known for his 2015 memoir, "I'm Special: And Other Lies We Tell Ourselves," about his life as a gay man with cerebral palsy. Ryan went on to become one of the first gay and disabled leads in the history of television, earning an Emmy nomination for his role in the Stage 13 series "Special" and inspiring millions of people with his story.



**STAGE 13** is a fearless, original content brand showcasing a new generation of inspired talent and voices in scripted and unscripted storytelling. To help promote this groundbreaking series within the Warner Bros. community, Stage 13 partnered with the BRG OUT to host a premiere event at the Stephen J. Ross Theater on the Warner Bros. lot. Hundreds of people attended the event, including the series' cast, creators and WB employees. The event was complete with a cocktail reception; an introduction by Executive Producer Jim Parsons and creator Ryan O'Connell; and a panel with Ryan, Director Anna Dokoza, actress Punam Patel, Executive Producer Eric Norsoph, and Chris Mack, Head of Scripted Content at Stage 13. It was moderated by Stage 13 Creative Executive Andrew Veeder.



# Our Stories to Tell

HBO took a unique approach to further diversity & inclusion with "Our Stories to Tell," a multifaceted initiative created to engage and serve diverse audiences through cultural programming and relatable storytelling. "Our Stories to Tell" launched in November as an immersive pop-up experience in Los Angeles, bringing together creatives, creators and Angelenos to celebrate and amplify the black audiences, talent and influential voices connected to the HBO brand.

The three-day weekend of creativity, collaboration and culture kicked off as a co-working space, followed by a launch party with live musical performances, a marketplace showcasing local black-owned brands, panel discussions with talent from HBO programs, a fashionable brunch for black creators, and other diverse activities such as a game night hosted by Sarunas Jackson and Gabrielle Dennis, a guided workout, and a charitable activity serving the Los Angeles community – all accommodated



**Jackie Gagne**  
*HBO Vice President of  
Multicultural Marketing*

by transforming the venue 10 times over the weekend to fit each event.

As Jackie Gagne, HBO Vice President of Multicultural Marketing, shared, "In launching 'Our Stories to Tell,' we are excited to create yet another platform where our multicultural audiences can come together to have candid discussions about the state of the industry, network with other creatives and embrace our culture."

Those candid discussions included a conversation with "A Black Lady Sketch Show" creator Robin Thede and Lauren Ashley Smith, Ashley Nicole Black and Akilah Green on creating a successful show. ABLSS' Quinta Brunson, photographer Raven B. Varona and tech genius Iddris Sandu also shared their career journeys, providing a view to emerging artists and influencers on how to create a path to success.

**"The goal for ["Our Stories to Tell"] was to create moments that were inspired and influenced by our audience's multifaceted interests,"** Gagne said. "Creating moments to connect and build together, to learn and network, to give back and then, of course, to have a little fun and celebrate the excellence within our community."

# Doom Patrol

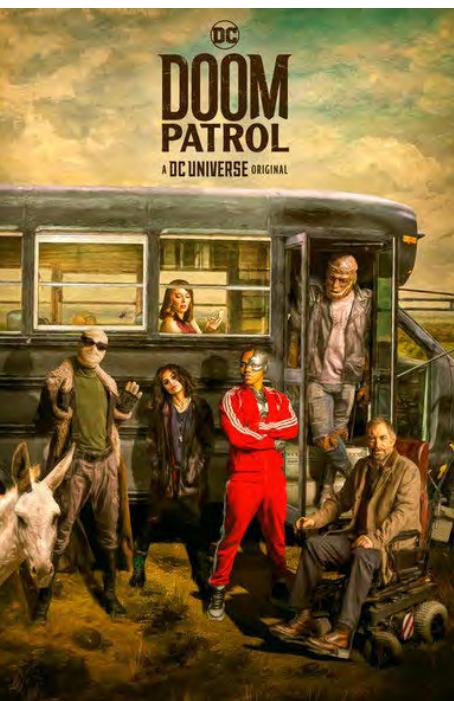
**P**remiering in 2019, “Doom Patrol” reimagines one of DC’s most beloved – and unusual – groups of superheroes. The members of Doom Patrol have each suffered a horrible accident that gives them their superhuman abilities but also leaves them disfigured and scarred.

There’s Crazy Jane (played by Diane Guerrero), a young woman with dissociative identity disorder caused by childhood trauma who has 64 distinct personalities, each with its own superpower. She’s joined by Rita Farr (April Bowbly) also known as Elasti-Woman, a former actress who struggles to keep her body from collapsing into a gelatinous form after being exposed to a toxin; Larry Trainor (Matt Bomer), a badly burned former Air Force pilot who has an entity of negative energy living inside him; Cliff Steele (Brendan Fraser), a former NASCAR driver who becomes Robotman after his brain is transplanted

into a robot body following a car accident; and Vic Stone (Joivan Wade) who was cybernetically enhanced following an accident that killed his mother.

Traumatized and downtrodden, they’re brought together into a surrogate family by Niles Caulder (Timothy Dalton), a medical doctor known as The Chief, who gives them a home in his mansion to protect them from the outside world. Called to action after The Chief is captured by Mr. Nobody (Alan Tudyk), a supervillain who can travel through dimensions and alter reality, this band of superpowered freaks – part support group, part superhero team – fight for a world that wants nothing to do with them.

With a diverse cast portraying an even more diverse team of superheroes, “Doom Patrol” is decidedly unpredictable and unapologetically weird. **But as it engages the audience in each character’s journey of self-discovery, it enables us to look past their extreme differences and see the humanity we all share.**





# When She Rises, We All Rise

Warner Bros. TV's "All Rise" is an American legal drama series starring Simone Missick as Judge Lola Carmichael, a former idealistic prosecutor who challenges the justice system to help more people. Amid a flawed legal system, Carmichael and the rest of the show's cast of characters devote their lives to delivering justice to Los Angeles County.

Missick praises the show's efforts to spotlight women in leading roles that are often not reflected in society. "I think that what we're seeing now is, even just politically, women are stepping up to the forefront, in our local government, in our judges, in our Congress, our Senate, we're seeing this wave of women recognizing that we are 51% of the population, but we are not when it comes to our representation. So I think that it's going to be a beautiful thing for people to see their political and judicial representatives on screen in a different way than we've seen before."

**...IT'S GOING TO BE A BEAUTIFUL THING FOR PEOPLE TO SEE THEIR POLITICAL AND JUDICIAL REPRESENTATIVES ON SCREEN IN A DIFFERENT WAY THAN WE'VE SEEN BEFORE."**

# CNN Pride & Progress

Fifty years after the Stonewall Uprising, people across the globe came together around Pride events to celebrate civil rights victories and push for greater equality.

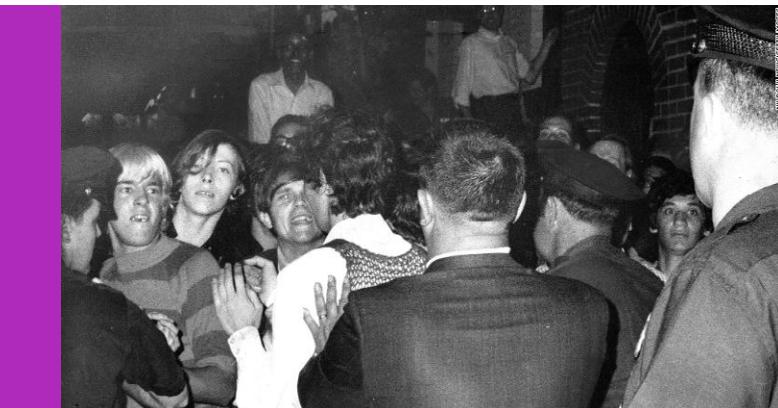
**At CNN, we celebrated Stonewall's 50th anniversary with Pride and Progress, a platform in tribute to those who have fought and continue to fight to make the world more equal and just.**

Throughout 2019, CNN developed stories and television specials that highlighted the history of the LGBTQ+ movement and its leaders as well as the pressing issues the community still faces.



## COURAGE AND SACRIFICE: 6 ACTIVISTS BEHIND LGBTQ PROGRESS

Today's LGBTQ activists follow a long line of people who dedicated their lives to changing the way the world sees members of their community. And the fight for equality is far from over.

[READ FULL STORY](#)

## HOW THE STONEWALL RIOTS INSPIRED TODAY'S PRIDE CELEBRATIONS

Stonewall galvanized a generation of activists into forming a mass civil rights movement.

[READ FULL STORY](#)

## EIGHT TRANS AND NON-BINARY PEOPLE ON PERSONAL STYLE

For many, fashion allows us to pass, and to remove demarcations of a gender assigned to us. For others, it's a way to opt out, to ask questions, to curate a whole new gender away from a binary.

[READ FULL STORY](#)

## CNN'S EQUALITY TOWN HALL

On October 11, National Coming Out Day, CNN partnered with the Human Rights Campaign to host a televised town hall. During the event, 2020 Democratic candidates answered questions on lesbian, gay, bisexual, transgender and queer issues.

[READ FULL STORY](#)

# =REPRESENTED

by CNN

A century after some American women were given the right to vote, CNN explored the past, present and future of women's rights in the United States and around the world.

To celebrate and generate awareness of women's issues, we created =REPRESENTED. Stories across the platform centered on women and leaders who are committed to fighting for equality.



## THE FUTURE OF THE AMERICAN ECONOMY IS HISPANIC AND FEMALE

In the U.S. economy, Hispanic women have long earned some of the lowest wages among women – but now, there are signs they could start to catch up quickly.

[READ FULL STORY](#)



## "QUEEN OF THE BALL" ASMA ELBADAWI LIVES OUT HOOP DREAM TO DEFY SKEPTICS

Throughout her career, Asma Elbadawi has challenged and defied stereotypes. She helped lead the campaign to get the International Federation of Basketball (FIBA) – the sport's governing body – to change its rules.

[READ FULL STORY](#)



## WHAT EXACTLY IS INTERNATIONAL WOMEN'S DAY?

Every March 8, countries around the world celebrate International Women's Day. The day not only recognizes achievements made by women, but also brings awareness to the obstacles that still stand in their way.

[READ FULL STORY](#)



## VINTAGE PHOTOS SHOW THE UNSUNG HEROES OF THE U.S. SUFFRAGE MOVEMENT

A comprehensive exhibition that highlights the key figures and moments in the decades-long fight for women's voting rights.

[READ FULL STORY](#)



# From True Justice to Just Mercy

For more than three decades, Alabama public interest attorney Bryan Stevenson, founder and executive director of the Equal Justice Initiative, has advocated on behalf of the poor, the incarcerated and the condemned. In 2019, HBO and Warner Bros. released films highlighting Stevenson's career and mission to reform the criminal justice system.

"Filmmakers have always wanted to focus on litigation and that never seemed in the best interests of our clients. We're very protective of our clients," said Stevenson, who eventually decided to change his approach. "It's become clearer to me that if we don't do more work out of court to change the way people think and talk about and understand these issues, our work in court is not going to be effective."

## HBO'S TRUE JUSTICE: BRYAN STEVENSON'S FIGHT FOR EQUALITY

This feature documentary focuses on Stevenson's life and

career – particularly his crusade against racism in the U.S. criminal justice system, while tracing the intertwined histories of slavery, lynching, segregation and mass incarceration.

## WARNER BROS.' JUST MERCY

Directed and co-written by Destin Daniel Cretton, "Just Mercy" tells the true story of a young Stevenson, played by Michael B. Jordan, and his fight to defend Walter McMillian, played by Jamie Foxx, a man wrongfully convicted of murder and sentenced to death.

"Just Mercy" launched WarnerMedia's Diversity & Inclusion Production Policy, which was crafted in collaboration with Jordan. **The companywide policy requires all productions to take extra steps to commit to 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.

# Film & Media Outreach

**WARNERMEDIA**

In 2019, WarnerMedia supported emerging storytellers and connected with diverse talent through these festivals and media event sponsorships.

- African American Film Critics Association
- Alvin Ailey American Dance Theatre
- American Black Film Institute
- Apollo Theater Foundation
- The Association of LGBTQ Journalists
- Barcid Foundation Film Festival
- Black Agency Executives
- BlackStar Film Festival
- Black Women Film Preservation Project, Inc.
- Caribbean Cultural Center African Diaspora Institute
- Center for Civil & Human Rights
- Center for Documentary Studies
- Colour Entertainment, Inc.
- Columbia Film Festival
- Dad's Garage Theatre
- Define American
- DOC NYC
- Family Equality Council
- Frameline Film Festival

- Gasparilla International Film Festival
- Geena Davis Institute on Gender in Media
- GLAAD
- The Gracies
- Hispanic Scholarship Fund
- HOLA Mexico Film Festival
- Hollywood Cinema Production Resources
- Horizon Awards Imagen Foundation
- ImageNation Film Festival, Inc.
- Independent Feature Project
- Indian Film Festival of Los Angeles
- InsideOUT Writers
- Israel Film Festival
- Kenny Leon's True Colors Theatre Company
- LA Skins Fest
- Latino International Film Festival
- LatinXHouse
- Los Angeles Asian Pacific Film Festival
- March on Washington Film Festival
- Martha's Vineyard African American Film Festival
- Miami International Film Festival
- Milwaukee Film
- National Association of Latino Independent Producers (NALIP)
- National Black Arts Festival
- National Hispanic Media Coalition
- National Lesbian and Gay Journalists Association
- New York Latino Film Festival
- NEWFEST
- NewFilmmakers Los Angeles
- New Orleans Film Society
- Ojai Playwrights Conference
- OUTFEST
- Pan African American Film Festival
- Provincetown International Film Festival
- San Francisco Film Society
- The Sol Project
- South Asian International Film Festival
- Southern Producers Lab
- Stony Brook Film Festival
- Sundance Film Festival
- Sundance Indigenous Lab
- Teaneck International Film Festival
- Tide Film Festival
- True/False Film Festival
- Twin Cities Black Film Festival
- Urban Action Showcase
- Urbanworld Film Festival
- Virginia Film Festival
- The Voice of a Woman Festival
- Women in Comedy Film Festival
- Women in Film Film Festival
- Women in Media Film Festival

# Watchmen

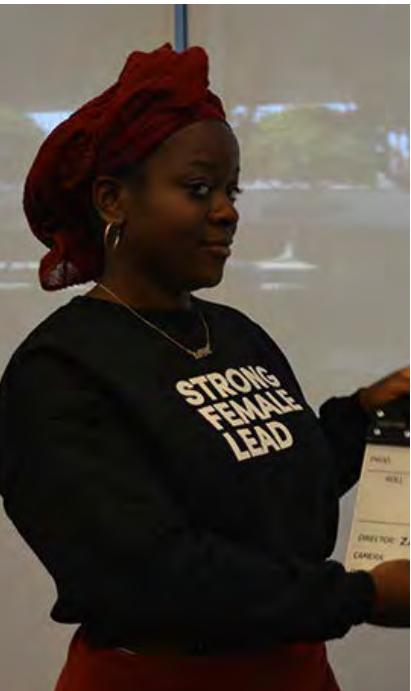
**S**et in an alternate history where masked vigilantes are treated as outlaws, HBO's "Watchmen," from Executive Producer Damon Lindelof and starring Academy-Award winner Regina King, **embraces the nostalgia of the original DC Comics book while attempting to break new ground of its own.**

The series is set in the same world as the original story, but takes place 30 years later in Tulsa, Oklahoma, in an alternative America fraught with both racial and political tension. King leads the cast as Angela Abar, a wife, mother and a lead detective in the Tulsa Police

Force. By night, Abar takes on the role of Sister Night, a vigilante and superhero who takes on white supremacy.

Along with King, the cast includes Jeremy Irons as the aging and imperious Adrian Veidt; Don Johnson as Judd Crawford, Tulsa Chief of Police; Jean Smart as FBI Agent Laurie Blake; Tim Blake Nelson as Detective Looking Glass; Louis Gossett Jr. as Will Reeves; and Yahya Abdul-Mateen II as Cal Abar. The nine-episode series was HBO's most watched new series since "Big Little Lies" in 2017 and was also the most popular premium cable show of 2019.





hello  
sunshine

# Filmmaker Lab

## CALLING “ACTION!” ON WOMEN’S LEADERSHIP BEHIND THE CAMERA: FILMMAKER LAB INSPIRES THE NEXT GENERATION OF FEMALE CONTENT CREATORS

The lights of Hollywood shined brighter this summer during the 2019 AT&T Hello Sunshine Filmmaker Lab, where 20 young women from across the country shared diverse perspectives and talents behind the camera. For the second year in a row, the Filmmaker Lab offered aspiring female moviemakers an eight-day crash course in professional production.

Participants – selected from a pool of hundreds nationwide – traveled to Los Angeles to sharpen skills in film production, directing, audio and camerawork. They also learned from other women in the industry, including actress and Hello Sunshine founder Reese Witherspoon.

For Zamzam Elmoge, a 17-year-old from Lewiston, Maine, the Filmmaker Lab experience was confidence boosting. She learned more about the technical aspects of filmmaking, and the experience affirmed her dream of becoming a director and giving underrepresented people in her community a platform to share their stories.

“The [Filmmaker Lab] has helped me understand the kind of woman I want to be and the kind of impact I want to have in this

industry,” she says. “The Lab experience will help me get closer to attaining my goals because of the advice I received and the connections I was able to make during my time there.”

Whether it’s in the newsroom, the director’s chair or the boardrooms of companies driving innovation in production and distribution, women are vastly outnumbered by men in the entertainment business. In 2018, men directed 96% of the year’s highest-grossing films. Minority female filmmakers face even starker disparities: among the top money-making films from 2007 to 2018, there were no black female directors for eight of those 12 years. Just three Asian women and one Latina woman directed movies during that time.

**The Filmmaker Lab aims to remove barriers for young, diverse female content creators and storytellers.** “Including more women of color in the film industry will create more authentic stories that showcase the powerful women I see every day,” says Valeria Cazares, 19, a participant from Las Puente, California.

It’s a wrap on the [2019 Filmmaker Lab](#). But the promising careers of these ambitious female filmmakers are just beginning.



# Hello Lab

Since 2017, the [AT&T Hello Lab Mentorship Program](#) has empowered emerging filmmakers from underrepresented communities by producing their short films and leveraging our own platforms like DIRECTV, AT&T TV and AT&T TV NOW to help them grow their audiences.

Through this initiative, AT&T Hello Lab increased brand affinity and consideration among Gen Z and millennial audiences while positioning AT&T as a leader in entertainment.

In 2019, Emmy Award winner and LGBTQ icon Lena Waithe partnered with us to be the program's Lead Mentor. Malakai, who participated in the program as the director of the short "Postmarked," said working with Waithe helped her feel confident telling her own stories.

"Everything about this experience has been courageous because it has given us all agency to really create our own stories and narratives," Malakai said.



**EVERYTHING  
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**Malakai**  
*Director, "Postmarked"*

# SUPPLIERS

Diversity is core to who we are at AT&T. That's why we prioritize identifying and doing business with diverse suppliers.



# Powering One Supplier's Success Story

**W**hen Mark Wilson sees an old, empty mall in an underserved community, he looks past its shuttered stores, vacant parking lots and abandoned food courts, and sees its potential.

Wilson started his Atlanta-based call center service, Chime Solutions, with two intentions: Provide excellent customer service and create jobs in underserved communities. To best position his company to fulfill that mission, he got creative in choosing a site for his business, repurposing an old, empty shopping mall in South Atlanta – an area with historically high unemployment rates – and transforming it into a state-of-the-art call center. “The whole idea was to try to bring life back into the community,” he says. “And we have created about 1,500 jobs so far.”

Many of those 1,500 jobs are the result of AT&T’s partnership with Chime Solutions. For more than 50 years, AT&T has invested in small businesses and minority-owned companies. And we’re not stopping any time soon. We’re ramping up support by

committing to spend \$3 billion in black communities by the end of 2020.

“The support that AT&T is willing to give to diverse-owned companies like ours is critically important and can be transformative,” Wilson says. He says that’s especially true because AT&T sticks around. Having worked with Wilson for over two decades now, we’ve been able to make a lasting impact on his company.

Because of the clout that comes from partnering with a Fortune 500 company like AT&T, Wilson says his business has grown at a healthy rate. For Chime Solutions, that means expansion to new cities across America, and more jobs in underserved black and brown neighborhoods. The company has already transformed another abandoned shopping mall in Dallas, and an office park with mall-like qualities in Charlotte.

“We have a goal right now as a company of trying to create 10,000 jobs around the U.S., and we can only get that done with relationships like the one we have with AT&T.”



**Mark Wilson**  
*CEO, Chime Solutions*

**WE HAVE A GOAL  
RIGHT NOW AS A  
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# Supplier Diversity

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 business 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 & inclusion is a significant factor in all of our corporate endeavors, including supplier selection. Our program seeks to drive accountability and rewards suppliers who demonstrate strong diversity & inclusion values, enabling AT&T to make a positive impact in the economic growth of diverse communities.

## DIVERSE SUPPLIER MENTORING

AT&T Supplier Diversity proudly sponsors its signature education and mentorship program, the Business Growth Acceleration Program (BGAP). BGAP is an initiative to support diverse-owned businesses with their growth plan and capacity-building execution. It matches a select group of business executives with mentors and experienced business leaders throughout the 12-week program. While the program is designed to assist with overall business growth, we are pleased that several of the program participants from the 2018 class were offered an opportunity to participate in AT&T's RFP (request for proposal) process and two firms received a contract.

Additionally, a recent 2018-2019 program graduate experienced a 1,200% increase in revenue over the last two years and increased the number of employees by 100%. The program runs from March to June each year.

## PRIME SUPPLIER PROGRAM

AT&T has been a longstanding leader in supplier diversity by identifying and promoting diverse businesses for contract opportunities through the Prime Supplier program. This

program has been instrumental in helping AT&T's Prime suppliers increase the use of certified diverse 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 2019, AT&T invited over 120 suppliers to Dallas for matchmaking with Prime Suppliers and implemented a subcontracting improvement process to engage sourcing leaders as champions in interactions with low-performing Prime Suppliers. As a result of these efforts, 2019 spend with diverse subcontractors exceeded \$2.5B.

## SUPPLIER DIVERSITY STRATEGIC OUTREACH

The Supplier Diversity team participates in many local and national events to meet diverse suppliers from across the country. Our team actively participates in business matchmaker sessions, business forums, panels and conferences. Our outreach to the diverse business community provides a direct connection between AT&T, certified diverse businesses and diversity-focused business organizations.



WE STRIVE TO MAKE  
MEANINGFUL AND  
MEASURABLE  
CONTRIBUTIONS  
TO THE ECONOMIC  
GROWTH OF DIVERSE  
COMPANIES AND  
COMMUNITIES."

**Rachel Kutz**  
*Vice President, Strategic Initiatives, AT&T Global Connections & Supply Chain*



\$14.2B

SPENT IN 2019  
WITH BUSINESSES  
OWNED BY CERTIFIED  
MINORITY WOMEN,  
SERVICE-DISABLED  
VETERANS, LGBTQ+  
PEOPLE, VETERANS  
AND PEOPLE WITH  
DISABILITIES<sup>1</sup>

26.4%

OF TOTAL  
CORPORATE SPEND<sup>1</sup>  
VS. 21.5% GOAL

\$187B

SPENT OVER THE  
PAST 51 YEARS  
OF THE PROGRAM

<sup>1</sup>Supplier diversity and sustainability spend and performance excludes content and programming spend. The management approach and data detailed reflects the activities of the AT&T Global Connections and Supply Chain organization within AT&T Communications.

# Diversity Spend

\$9.2B

MBE – MINORITY BUSINESS ENTERPRISES

\$4.5B

WBE – WOMEN BUSINESS ENTERPRISES

\$337M

DVBE – DISABLED VETERAN BUSINESS ENTERPRISES

\$5M

LGBTQ+ – LESBIAN, GAY, BISEXUAL, TRANSGENDER,  
QUEER + BUSINESS ENTERPRISES

\$67M

VBE – VETERAN BUSINESS ENTERPRISES

\$4M

DBE – DISABLED BUSINESS ENTERPRISES

# WARNERMEDIA

## Supplier Diversity

In 2019, the WarnerMedia Supplier Diversity team continued its efforts to support 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 committee, and the National LGBT Chamber of Commerce (NGLCC).

Through these partnerships, HBO and Warner Bros. participated with WarnerMedia Supplier Diversity in regional and national outreach events throughout the year. Their participation focused on identifying cutting-edge diverse suppliers that could support the changing media and entertainment landscape. These efforts primarily took the

form of focused matchmaker sessions and roundtable discussions.

The Supplier Diversity team also mentored minority business owners through several third-party supplier mentorship and capacity-building programs. Additionally, we continued our work to promote diversity & inclusion, with special emphasis on those minority businesses involved in the production and post-production space. For the last several years, WarnerMedia has led the Studio Collaborative, an affiliation of major studios aimed at identifying and promoting the inclusion of diverse businesses in the media and entertainment industry. This effort has resulted in the creation of an industry-wide diverse supplier production directory, available for use by all studios.



# Supplier Diversity Recognition

In 2019, we were honored to receive several awards recognizing our commitment to working with diverse suppliers. **We were especially pleased to receive the first CEO of the Year award from the National Minority Supplier Development Council (NMSDC).**



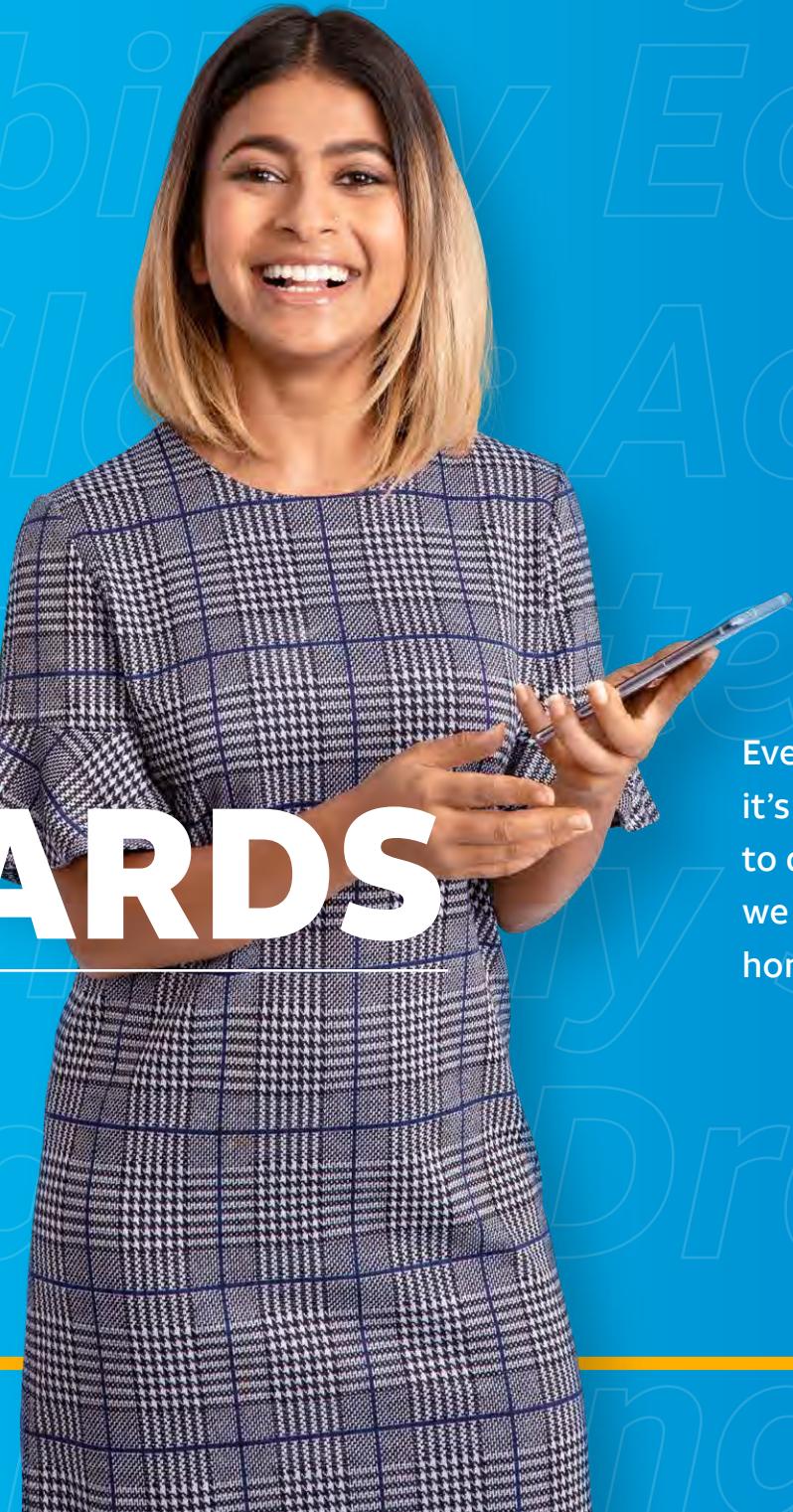
**Xavier Williams, President,  
AT&T Government Solutions,  
and Rachel Kutz, Vice President,  
Strategic Initiatives, AT&T  
Global Connections & Supply  
Chain accepting the NMSDC  
CEO of the year award at the  
2019 NMSDC Annual Awards  
Gala in New York.**

- National Business Inclusion Consortium
  - Best of the Best Program for Initiative of the Year
- Omnikal Omni50 – America's Top Inclusive Majority Owned Businesses for Supplier Diversity
- Women's Business Enterprise National Council (WBENC)
  - America's Top Corporation for Women Business Enterprises
- Greater Women's Business Council
  - Top Corporation for Women Business Enterprises
- Dallas/Fort Worth Minority Supplier Development Council
  - Corporation of the Year
- Dallas/Fort Worth Minority Supplier Development Council
  - Executive Champion of the Year
- Dallas/Fort Worth Minority Supplier Development Council
  - Buy Those That Buy Us
- National Minority Supplier Development Council
  - CEO of the Year
- United States Hispanic Chamber of Commerce
  - Million Dollar Club

- U.S. Veteran's Magazine – Best Companies for Veteran Businesses
- DiversityInc – Top 12 Companies for Supplier Diversity: #3
- Hispanic Network Magazine – Best of the Best for Latino Businesses
- Black BOE Journal – Best of the Best for Top Supplier Diversity Program
- Minority Business News USA Magazine – All-Stars of Supplier Diversity
- National Veteran Owned Business Association
  - Top Corporation for Veteran's Business Enterprises
- San Francisco Times
  - Top 20 Companies for Supplier Diversity in the Bay Area: #2
- Southern California Minority Supplier Development Council
  - 2019 Community Visionary Award



# Our AWARDS



Even though we're not in it for the attention, it's great to be recognized for our commitment to diversity & inclusion. Here are the awards we received in 2019 for achieving our goals and honoring our values.

# 2019 Awards



## ASIA SOCIETY

- Best Employer: Best Company Marketing to the Asian Pacific American Consumer & Investor
- Most Innovative Practices: Marketing to Asian Pacific American Consumers & Investors
- Most Innovative Practices: Promoting Asian Pacific American Women

## BLACK EOE JOURNAL

- 2019 Top Employers
- 2019 Top Supplier Diversity Programs
- 2019 Top LGBTQ+ Friendly Companies

## BLOOMBERG

- Bloomberg Gender-Equality Index

## CAREERS & THE DISABLED

- Top 50 Employer

## DISABILITY:IN

- 100% Disability Equality Index

## DISABILITY EMPLOYMENT TRACKER

- Awarded the NOD 2019 Seal

## DIVERSITY INC

- **Top 50 Companies for Diversity: #1**
- Top 10 Companies for Talent Acquisition: #1
- Top 10 Companies for Mentoring: #1
- Top 15 Companies for Diversity Councils: #2
- Top 50 Companies for Employee Resource Groups: #2
- Top 50 Companies for Supplier Diversity: #3
- Top 50 Companies for People with Disabilities: #7
- Top 10 Companies for Veterans: #7
- Top Companies for LGBT Employees

## 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

## EQUAL OPPORTUNITY MAGAZINE

- Top 50 Employer

## FORTUNE/GREAT PLACE TO WORK®

- 100 Best Big Companies to Work For
- 100 Best Workplaces for Diversity

## HISPANIC ALLIANCE FOR CAREER ENHANCEMENT

- HACE Corporate Champion of the Year

## HISPANIC ASSOCIATION ON CORPORATE RESPONSIBILITY CORPORATE INCLUSION INDEX

- 5-Star Company
- 5 Stars for Employment
- 4 Stars for Procurement
- 5 Stars for Philanthropy
- 3 Stars for Governance

## HISPANIC NETWORK

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

## HUMAN RIGHTS CAMPAIGN

- 100% Corporate Equality Index

## HUMAN CAPITAL MEDIAL

- Vanguard Ranking Score

## LATINA STYLE MAGAZINE

- 50 Best Companies for Latinas to Work: #2

## MILITARY FRIENDLY MAGAZINE

- Military Friendly Employer
- Military Friendly Spouse Employer
- Military Friendly Brand Designation
- Military Friendly Supplier Diversity

## MILITARY TIMES

- Best for Vets

## NATIONAL BUSINESS INCLUSION CONSORTIUM

- Best-of-the-Best Corporations for Inclusion

## NATIONAL ORGANIZATION OF DISABILITY

- Leading Disability Employer

## STEM WORKFORCE DIVERSITY MAGAZINE

- Top 50 Employers

## WORKING MOTHER MEDIA

- Best Companies for Multicultural Women

## WINDS OF CHANGE/ THE POHLY COMPANY

- Top 50 Workplaces for STEM Native Professionals

# 2019 Awards

# WARNERMEDIA

## 50TH ANNUAL NAACP IMAGE AWARDS

- Outstanding Drama Series: Queen Sugar
- Outstanding Talk Series: The Real (Winner)
- Outstanding Reality Program, Reality Competition or Game Show (Series): The Voice
- Outstanding Documentary (Television): Shut Up & Dribble
- Entertainer of the Year: LeBron James
- Outstanding Actor in a Drama Series: Kofi Siriboe – Queen Sugar
- Outstanding Actress in a Drama Series: Rutina Wesley – Queen Sugar
- Outstanding Supporting Actress in a Drama Series: Thandie Newton – Westworld
- Outstanding Guest Performance in a Comedy or Drama Series: Erika Alexander – Black Lightning, Loretta Devine – Love Is\_
- Outstanding Writing in a Drama Series: Janine Sherman Barrols – Claws, Pat Charles – Black Lightning
- Outstanding Directing in a Drama Series: Ayoka Chenzira – Queen Sugar

## AAFFCA

- Just Mercy – Win
- #3 on the 10 Best Films
- Best Supporting Actor: Jamie Foxx

## ABFF HONORS

- Just Mercy – Win
- Jamie Foxx – Excellence in the Arts Award (Honoree)
- Movie of the Year

## ALLIANCE FOR WOMEN IN MEDIA

- Documentary – RBG/CNN Films

## ALLIANCE FOR WOMEN IN MEDIA FOUNDATION (GRACIE AWARDS)

- Gracie Award for Reporter/Correspondent – Nima Elbagir, Senior International Correspondent, CNN

## ALLIANCE OF WOMEN IN FILM JOURNALISTS

- The Good Liar – 1 nomination
- Joker – 1 nomination

## ASIAN ACADEMY CREATIVE AWARDS

- Grand Finale Winner – Best Lifestyle Programme (Japan): Destination Tohoku by CNN
- Regional Winner – Best Single News Story/Report (Hong Kong, China): Saudi Teens Escape Repression via Hong Kong by CNN
- Regional Winner – Best Lifestyle Programme (India): Travel Trends India
- Regional Winner – Best Single News Story/Report (Indonesia): Punished for Being the Victim – A Woman's Story of Harassment and Injustice
- Regional Winner – Best Branded Programme or Series (Japan): True Tokyo Part 1 by CNN
- Regional Winner – Best Current Affairs Programme or Series (Malaysia): Talk Asia: Mahathir Mohamed
- Regional Winner – Best Single News Story/Report (Malaysia): Malaysia's Battle Against Plastics
- Regional Winner – Best Single News Story/Report (Sri Lanka): CNN Makes Link Between Jihadi Suicide Video and Easter Attacks
- Regional Winner – Best Single News Story/Report (Taiwan): Exclusive CNN Interview with Taiwanese President Tsai Ing-wen
- Regional Winner – Best Current Affairs Programme or Series (Thailand): Click Culture

## BLACK REEL AWARDS

- Just Mercy – 3 nominations

## ELLIS ISLAND HONORS SOCIETY

- Ellis Island Medal of Honor – Dr. Sanjay Gupta, Chief Medical Correspondent, CNN

## GALECA AWARDS

- Nomination – Joker
- Winner – TV Current Affairs Show of the Year: Full Frontal with Samantha Bee

## GLAAD MEDIA AWARDS

- Winner – Outstanding Variety or Talk Show Episode: Full Frontal with Samantha Bee – Trans Rights Under Attack
- Winner – Kids and Family Programming Category
- Winner – Outstanding TV Journalism Segment: CNN Tonight/Same-Sex Couple Reacts to Supreme Court Ruling
- Nomination – Outstanding TV Journalism Segment: New Day – Olympian Adam Rippon
- Nomination – Outstanding TV Journalism – Newsmagazine (Spanish-Language): Nuestro Mundo – La Primera Escuela Para Niños Transgénero de Chile/CNNE

# 2019 Awards

# WARNER MEDIA

## THE HUMAN RIGHTS CAMPAIGN

- LGBTQ Visibility and Advocacy – Don Lemon

## IMAGEN AWARD

- Nomination – Best Children's Programming Category

## INTERNATIONAL EMMY AWARDS

- Directorate Award – Christiane Amanpour, Chief International Anchor

## LATINO ENTERTAINMENT JOURNALISTS ASSOCIATION

- Winner – Joker
- Best Actor – Joaquin Phoenix

## LEAGUE OF UNITED LATIN AMERICAN CITIZENS (LULAC)

- Profile in Courage Award – Jim Acosta, Chief White House Correspondent, CNN

## NAACP

- Outstanding Motion Picture – Just Mercy
- Outstanding Actor in a Motion Picture – Michael B. Jordan
- Outstanding Supporting Actor in a Motion Picture – Jamie Foxx
- Outstanding Ensemble Cast in a Motion Picture – Just Mercy

## NAACP IMAGE AWARD

- Nomination – Documentary: RGB/CNN Films

## NAMIC VISION AWARD

- Digital Media Long Form: 25 Influential Muslims, CNN Digital
- Nomination – Digital Media Long Form: Beneath the Skin, CNN Digital
- Nomination – Digital Media Short Form: CNN Impact Your World #ShowLove, CNN Special Projects
- Nomination – Lifestyle: CNN's Turning Points

## NATIONAL ASSOCIATION OF BLACK JOURNALISTS (NABJ)

- Television Network – International: Undercover with Nigeria's Pushermen
- Television Network – Investigative: CNN Heroes: A Difficult Childhood Forced CNN Hero Abisoye Ajayi-Akinfolarin to Become Self-Reliant, and She Eventually Built a Successful Career in IT

## NATIONAL HISPANIC MEDIA COALITION

- National Hispanic Media Coalition Impact Award – Ana Cabrera, Anchor, CNN Newsroom

## NATIONAL LESBIAN & GAY JOURNALISTS ASSOCIATION AWARD (NLGJA)

- Excellence in Business Coverage: When Work Puts You Back in the Closet, CNN Business

## NEWS & DOCUMENTARY EMMY AWARDS

- Outstanding Arts, Culture or Entertainment Report – Great Big Story (CNN) for Art and Soul

## REFRAME STAMP RECIPIENT

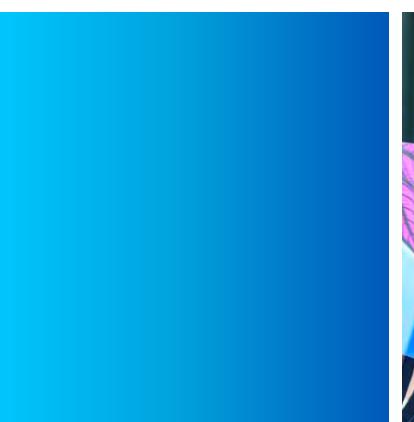
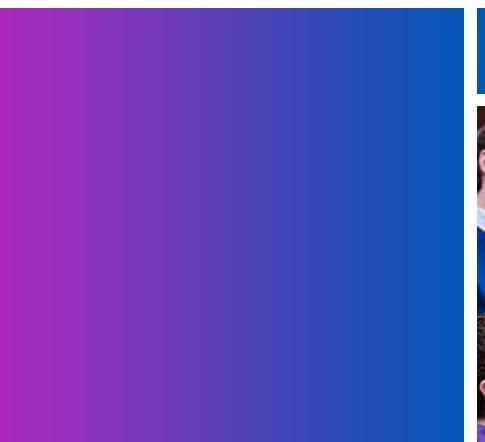
- Isn't It Romantic
- The Curse of La Llorona

## UNFORGETTABLE GALA – 18TH ANNUAL ASIAN AMERICAN AWARDS

- Winner – Breakout in Film: The Sun Is Also a Star – Charles Melton

## WASHINGTON WOMEN IN JOURNALISM

- Washington Women in Journalism Awards – Abby Phillip, Political Correspondent, CNN



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