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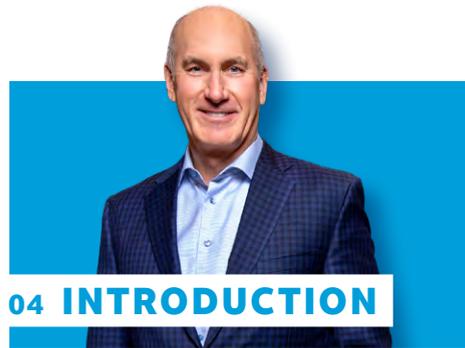
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AT&T DIVERSITY, EQUITY & INCLUSION ANNUAL REPORT 2020



Standing for equality is one of our core values, and we're reaffirming that commitment **loud and clear.**

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In 2020, we listened first. A global pandemic and simultaneous pandemic of injustice demanded we take action like never before. We're proud of how we met this moment. Before we acted, we sought to understand what our diverse employees, communities, content-creators, customers, and suppliers were going through. Their needs and experiences drove our actions.

Last year our circumstances were unprecedented, but our response was not. That's what we do at AT&T. We listen to each other. We respond to the crisis. We help. We uplift.

In the face of a pandemic, we rose to the occasion, protecting each other from a deadly virus, keeping families and loved ones connected via broadband and 5G, and providing content that

entertained and educated. In the face of injustice, we raised our voices, speaking up for what was right.

Being heard has never been more important. In 2020 we learned to make our voices heard in the streets while we marched for justice and equality and over video calls at work and school and with our families.

When our communities needed our help, we heard their calls to action and stepped up.

Standing for equality is one of our core values. For over 60 years we've dedicated ourselves to fostering a more equal, diverse, and inclusive society. This year, we're reaffirming that commitment loud and clear.

“*In order to gain a deeper knowledge and understanding of our employees' experiences, we listened to them. Their input, their feedback, coupled with expertise from inside and outside of the business – that's what gave us the knowledge to formulate our actions.”*

COREY ANTHONY
SENIOR VICE PRESIDENT, CHIEF DIVERSITY & DEVELOPMENT OFFICER

Right: AT&T retail teams from Minneapolis picked up their paintbrushes and made a statement through art. With the help of local artists, our employees transformed our storefronts into canvases featuring empowering messages of solidarity.

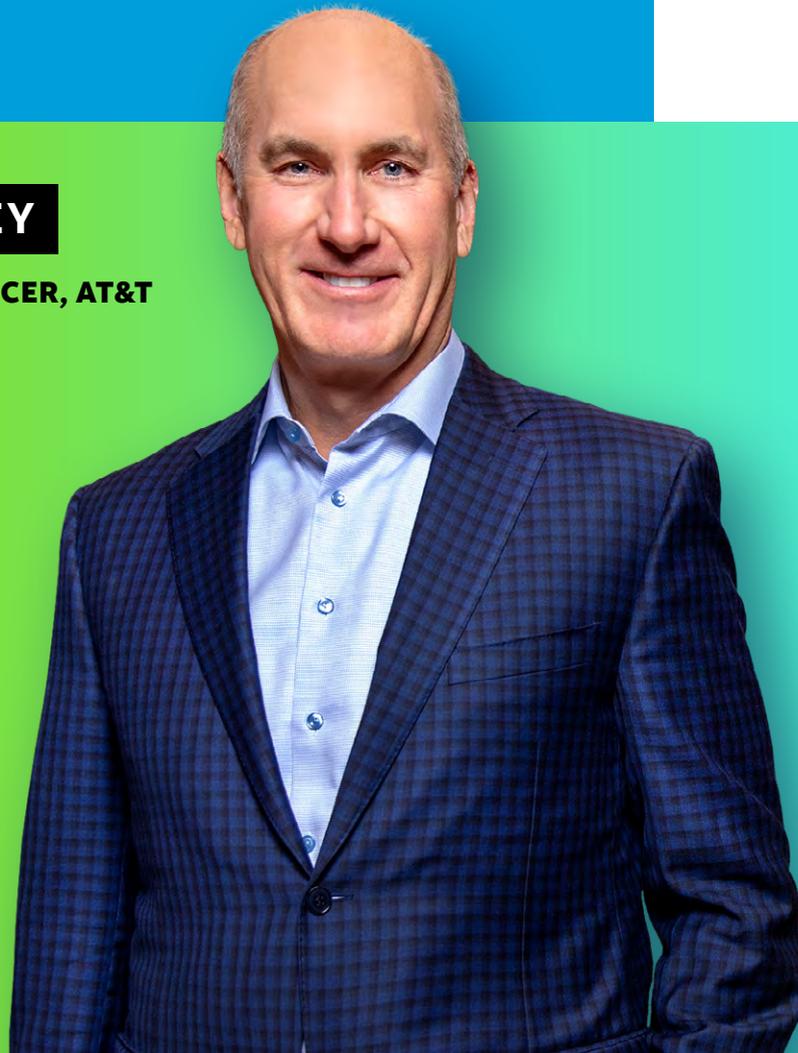
When those expressing support of Black lives passed by our stores, we wanted to let them know that we agree: Black lives do matter.



A Message From Our CEO

JOHN STANKEY

CHIEF EXECUTIVE OFFICER, AT&T



Our 2020 AT&T Diversity, Equity & Inclusion Annual Report comes at a pivotal moment. In America and around the world, the realities of racism and other inequities continue to divide societies and cause harm while also limiting our full human and economic potential. More than ever, we need to reflect on these moments and, as a company, ensure our actions align to our longstanding value of “stand for equality.”

In that spirit, we share this report to tell the stories of our employees’ work in our communities and within our company while also acknowledging we have more work to do.

Externally, we increased our economic empowerment work with Black and underrepresented communities. From helping to bridge the digital divide to fostering upward mobility for those who face social inequities, we built on our longstanding commitment to the communities we serve. Additionally, to drive diversity and inclusion across our supply chain, we spent \$13.2 billion last year with diverse suppliers. Of that amount, \$3.1 billion was spent with Black-owned suppliers. And despite having to shut down production at times due to the pandemic, WarnerMedia continued to make progress toward its Diversity Pledge to include underrepresented groups in greater numbers both in front of and behind the camera.

Internally, we are now sharing our traditional measurements of workforce demographic data,

and we are holding our senior leaders accountable for improving diverse representation across all levels. Our U.S. workforce is nearly 46% people of color, which has grown year over year for the last three years. In addition, as part of our pay equity practice, we regularly examine and make necessary adjustments to individual employees’ compensation. We are committed to pay equity – regardless of gender or race/ethnicity – for people who hold the same jobs, have the same experience and performance levels, and work in the same geographic area. We continue to work on applying our pay equity practices to every corner of the company. Getting this right is an ongoing process and is fundamental to our commitment to workplace diversity, equity, and inclusion.

What you will find in this report reflects our employees’ dedication to our culture of inclusion. We will continue to listen to our employees, stakeholders, and communities as we work together toward a more just and equitable nation.

Thank you for allowing us to share this report with you.

A Message From Our Chief Diversity Officer

As you spend time engaging with this report, you'll see our employees showing up in a big way to support our colleagues, customers, and communities during an unprecedented year.

When our employees saw the grief and trauma many people were navigating, they increased their awareness by listening to and understanding their colleagues.

When the world was trying to process the impacts of the pandemic and racial injustices all around us, our diverse content creators brought us revealing journalism, fantastic storytelling, and even a series of public service announcements on Cartoon Network that gave families productive ways to counter racism.

When communities of color experienced the outsized impacts of the pandemic on their health, economic security, and education, our employees became more involved with AT&T Believes to provide support to the communities through online and at-home projects.

When our Employee Group Conference pivoted to a fully virtual format, our employees embraced the change, engaged more deeply in meaningful conversations, developed online workshops to share with their colleagues, and made AT&T's signature cultural event our biggest yet.

During a tumultuous year, connections that could have easily frayed were strengthened. In this year's report you'll see that, no matter what lies ahead, we stand together to be a force for real change and *"Win as One."*



“In this year’s report, you’ll see that, no matter what lies ahead, we stand together... and *“Win as One.”*”

COREY ANTHONY

**SENIOR VICE PRESIDENT,
CHIEF DIVERSITY
& DEVELOPMENT OFFICER**



We've Earned Our Spot in the Hall of Fame



For 20 consecutive years, AT&T has participated in the DiversityInc Top 50. In 2019, we were proud to earn the #1 spot on the DiversityInc Top 50 Companies for Diversity list. In 2020, we joined previously top-ranked companies in the Hall of Fame. DiversityInc announced this special recognition on May 5 during their annual awards event, which was held virtually due to the current pandemic.

DiversityInc measures companies based on six key areas: human capital diversity metrics, leadership accountability, talent programs, workplace practices, supplier diversity, and philanthropy. Results are determined exclusively from survey submissions from companies with at least 750 employees in the United States. In 2020, more than 1,800 companies participated in the DiversityInc Top 50.

The DiversityInc Hall of Fame stands above the Top 50 list as an example and aspiration for all participating companies. Hall of Fame companies are recognized as longstanding, always-evolving leaders in the diversity, equity, and inclusion space because they treat their employees equitably and fairly.

Before ranking #1 in the 2019 overall list, AT&T was among the Top 10 for several years prior. In addition to the Hall of Fame recognition this year, DiversityInc also announced that AT&T claimed the #1 spot on the Top Companies for Employee Resource Groups and was also listed as a Top Company for LGBT Employees.

“Ascending to the DiversityInc Hall of Fame in 2020, AT&T continues to unapologetically advocate for groups who are overlooked and undervalued, not only in corporate America, but by the larger society.

The company's pledge, “We Stand for Equality,” is not an of-the-moment slogan, but a foundational business imperative that permeates all aspects of the business. Their success shows in their data: in 2019, the U.S. management was 36% female and 39.4% people of color. In addition, 26% of the total spend was with certified diverse-owned suppliers.

I've watched AT&T, a DiversityInc Top 50 company for over 14 years, advance diversity and inclusion by having outstanding commitment from the top, sustained organizational accountability, and a bedrock understanding that diversity and inclusion is crucial to the company's return on equity.”

CAROLYNN JOHNSON

**CHIEF EXECUTIVE OFFICER
DIVERSITYINC**



Recognition:

Top 50 Companies for Diversity: 2020 Hall of Fame Company

Top Companies for Employee Resource Groups: #1

Top Companies for Mentoring: #3

Top Companies for Sponsorships: #4

Top Companies for Supplier Diversity: #12

Top Companies for LGBT Employees

Top Companies for Executive Diversity Councils: #3

Top Companies for Talent Acquisition - Women of Color: #14

Top Companies for Environmental, Social & Governance (ESG)

Our Pledge to the UN Women's Empowerment Principles

By signing the WEPs, we're reaffirming our commitment to...



Treat all women and men fairly at work and respect and support human rights and non-discrimination.

Ensure the health, safety, and well-being of all workers, regardless of gender.

Promote women's education, training, and professional development.

Implement enterprise development in our supply chain and marketing practices that empower women.

Promote equality through community initiatives and advocacy.

Measure and publicly report on progress to achieve gender equality.

I In 2020, CEO John Stankey signed on to the United Nations' Women's Empowerment Principles (WEPs), committing AT&T to a set of principles offering guidance to businesses on how to promote gender equality and women's empowerment in the workplace, marketplace, and community.

Established by the UN Global Compact and UN Women and informed by international labor and human rights standards, the WEPs are grounded in the recognition that businesses have a stake in, and

a responsibility for, gender equality and women's empowerment. The WEPs are the primary vehicle for corporate delivery on the gender equality dimensions of the 2030 agenda and the United Nations' Sustainable Development Goals.

By joining the WEPs community, Stankey signaled his commitment at the highest level of the company to pursue these principles and to work collaboratively to foster business practices that empower women.

“ Standing for equality is one of AT&T's core values and we are committed to ensuring all our employees are respected for who they are and the diverse viewpoints they bring to the table. Our support for UN Women and their mission to advance gender equity and the empowerment of women and girls is a reflection of our belief that a diverse and inclusive business environment makes us stronger as individuals and as a company.”

JOHN STANKEY, CHIEF EXECUTIVE OFFICER, AT&T

EMPLOYEES



Here for Each Other & Hearing Each Other

Last year our employees stepped up like never before. And we stepped up for them.

When the COVID-19 pandemic hit, our number one priority was the health, safety, and well-being of all our employees. So we checked in with them, ensuring they had everything they needed to successfully work from home, carry out their jobs safely, and feel supported physically, mentally, and emotionally.

In response to the killings of George Floyd and other Black Americans, we doubled down on our longstanding commitments to equality, diversity, and inclusion. We didn't shy away from tough conversations at work. Instead, we encouraged our employees all over the world to talk more, listen well, and hear each other out.

Our employees have always been essential, something 2020 made abundantly

clear. When our customers needed it most, our employees kept them connected, informed, and entertained. That's why we provided \$1,000 monthly appreciation bonuses to frontline managers and temporarily increased our frontline employees' hourly wages by 20%. It's why we worked hard to secure ample PPE to protect them, and why we were patient with each other on the tough days.

Last year we had to stay physically apart to keep each other safe. But we also leaned on each other more than ever before. Our employees come from many backgrounds and cultures, have different identities, abilities, and beliefs, and experienced the crises of 2020 in unique ways. But those differences make us strong. Because we respect each other's differences, because we can talk and listen to one another, we were able to support each other like never before.

We encouraged our employees all over the world to talk more, listen well, and hear each other out.

“ Black lives matter is not just a phrase but a declaration of existence for me as a Black woman. Professionally, it's important I use my voice to share with my leadership why racial equality should be important to everyone. As a corporation, AT&T encouraged those discussions.

Early on, Rachel Kutz, my Vice President, called me. She asked how I was feeling. I remember her words: 'I really don't know what to say, but I want you to know that I care.' That opened the door to an honest conversation about race and what was happening across the country and how it made both of us feel.”



JALAYNA BOLDEN

DIRECTOR OF SUPPLIER DIVERSITY AT AT&T

Workforce Demographics

(END OF YEAR 2020)

The challenges of 2020, coupled with our corporate transformation over the past six years, had no negative impact on the diversity of our workforce.

At EOY 2020, our U.S. workforce was nearly 46% people of color, a 1% increase over 2019, driven by increased representation in our employee population of Blacks, Asian Americans & Pacific Islanders, and employees who are two or more races – which was not just seen in our nonmanagement ranks but also in management.

Women were 34% of our global workforce in 2020, holding steady from 2019. This is particularly notable since between January and December last year, nearly 2.1 million women left the U.S. labor force, as reported by the National Women’s Law Center.

Our Board of Directors was 21% people of color in 2020, exceeding the average for technology, media, and telecommunications companies in the Fortune 500. Women were 21% of our Board, close to the average for our industry.

To create greater accountability for building our workforce diversity and ensuring equitable opportunities, we’ve taken steps to be more transparent with our workforce data, so all employees, leaders, and partners clearly know where we stand and where there are areas to improve.



GLOBAL

67 COUNTRIES

229,055 EMPLOYEES



UNITED STATES

GENERATIONS

0.1% TRADITIONALISTS

15.2% BABY BOOMERS

42.6% GEN X

35.7% GEN Y

6.4% GEN Z

7,000
INDIVIDUALS
WITH DISABILITIES*

3,766 MANAGEMENT
3,234 NONMANAGEMENT

3,132
LGBTQ+
INDIVIDUALS*

1,461 MANAGEMENT
1,671 NONMANAGEMENT

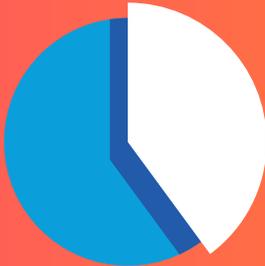
12,474
VETERANS*

6,166 MANAGEMENT
6,308 NONMANAGEMENT

*As self-identified via AT&T iCount. AT&T Inc. and AT&T Communications, LLC only.

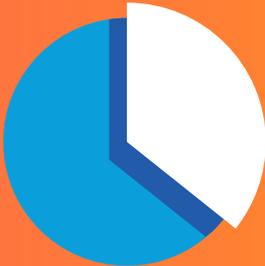
GLOBAL WORKFORCE

SENIOR LEADERS WOMEN



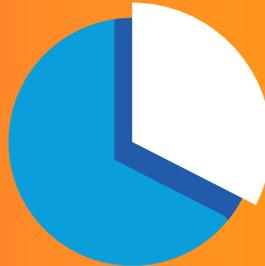
39.3%
454

MANAGEMENT WOMEN



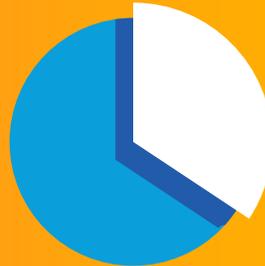
35.7%
45,168

NONMANAGEMENT WOMEN



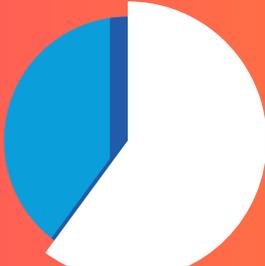
32.5%
32,998

TOTAL WOMEN



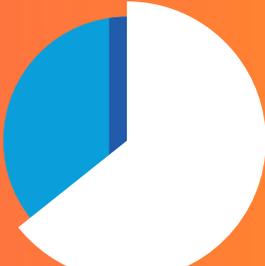
34.3%
78,620

SENIOR LEADERS MEN



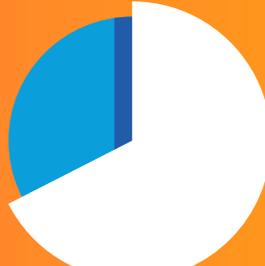
60.7%
702

MANAGEMENT MEN



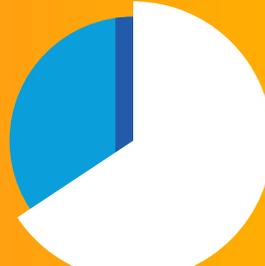
64.3%
81,350

NONMANAGEMENT MEN



67.5%
68,383

TOTAL MEN



65.7%
150,435

For the first time, we've presented a more detailed view of our management workforce – unbundling the representation of women and people of color at the senior leadership level from the general management level. And we're breaking out by level the self-identified representation of our employees who are veterans, LGBTQ+, and individuals with disabilities. We'll also be sharing our federal EEO-1 publicly this year.

In addition, as part of our pay equity practice, we regularly examine and make necessary adjustments to individual employees' compensation. We are committed to pay equity – regardless of gender or race/ethnicity – for people who hold the same jobs, have the same experience and performance levels, and work in the same geographic area. We continue to work on applying our pay equity practices to every corner of the company.

Our purpose – to create connection with each other, with what people need to thrive in their everyday lives, and with the stories and experiences that matter – is realized through **our global workforce of diverse, talented people.**



U.S. EMPLOYEES*

	WHITE	BLACK	HISPANIC/ LATINO	ASIAN & PACIFIC ISLANDER	NATIVE AMERICAN	TWO RACES OR MORE	TOTAL PEOPLE OF COLOR
SENIOR LEADERS	75.4% 801	6.9% 73	6.3% 67	6.8% 72	0.5% 5	4.1% 44	24.6% 261
MANAGEMENT	59.8% 48,153	13.9% 11,177	12.2% 9,856	11.2% 8,990	0.5% 390	2.4% 1,947	40.2% 32,360
NONMANAGEMENT	49.3% 46,552	23.6% 22,274	18.5% 17,499	4.7% 4,423	0.7% 705	3.2% 3,067	50.7% 47,928
TOTAL	54.2% 95,506	19.0% 33,524	15.6% 27,422	7.7% 13,485	0.6% 1,110	2.9% 5,058	45.8% 80,589

*Excludes employees whose race is unknown or undeclared.

AT&T Mexico



“In Mexico, our culture is very integrated. One of the things that we heard a lot from our employees was that they missed having regular opportunities to integrate and work together. That’s why we made it a point to create new, innovative virtual programming that allowed our employees to connect digitally even when they had to stay apart physically.”

ADRIAN QUINTANILLA, VICE PRESIDENT OF HR, AT&T MEXICO

If 2020 taught us anything, it’s that we’re more connected than we know. Viruses. Calls for justice. These are not things that can be contained by borders.

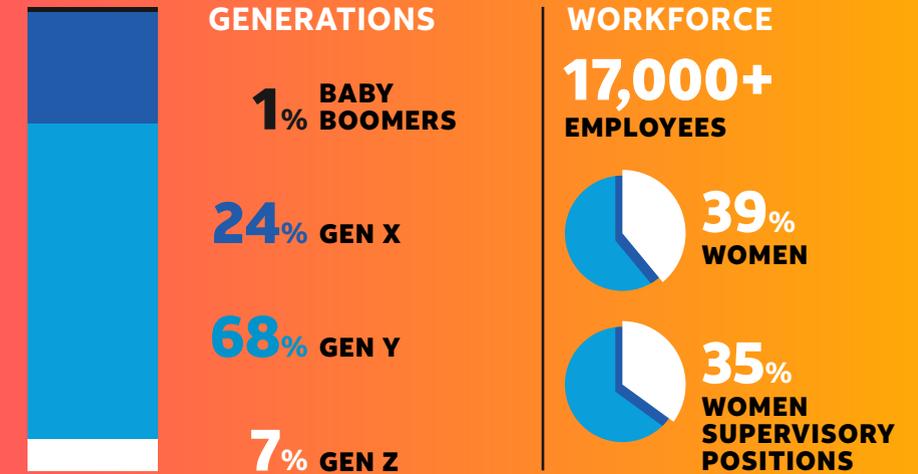
In many ways, our AT&T Mexico employees faced the same challenges as our employees in the U.S., Europe, and Latin America. We had to figure out how to pivot, quickly, from working in offices together to working virtually from home. We had to keep our frontline workers safe. And we had to figure out ways to connect when we couldn’t be together.

In Mexico, we love to be together. And when the pandemic hit, our employees told us that one of the things they missed most was seeing each other and interacting. That’s why we quickly put together a virtual version of our popular “Summer with AT&T” series. Cooking classes. Book clubs. Story hours for our kids. That’s how we came together screen to screen in 2020.

Following the George Floyd murder and resulting social uprising in the U.S., we saw a renewed interest throughout AT&T Mexico to address our own ingrained

issues regarding conscious and unconscious bias, especially as it relates to gender equality. To that end we launched new initiatives focused on uplifting and developing female leaders. We also surveyed the women of AT&T Mexico so that we could hear directly from them about their experiences, ideas, and needs.

DEMOGRAPHICS



2020 AWARDS & RECOGNITIONS:

- Ranking PAR 2020 – Gender Equality
 - 1st place – Best Communication Practice: “STEM Women”
 - 1st place – Top 10 Private Companies
 - 1st place – Ranking PAR
- Éntrale Recognition 2020 – People With Disabilities
- Equidad MX – LGBT Inclusive
- Distinctive Empresa Incluyente
- Empresa Socialmente Responsable

2020 GREAT PLACE TO WORK RECOGNITIONS:

- Recognized by Great Place to Work in 2020 as:
 - National Ranking: #8
 - #SéTanGrandeComoMéxico Video Contest: #2
 - Diversity and Inclusion – National Ranking: #3
 - Best Multinational Workplaces in Latin America: #17

Vrio.

At VRIO, we understand the value of multiple perspectives. As part of a global company, and with a presence in several countries, we work with people of different cultures, backgrounds, and perspectives every day. We also know that despite our differences, people are people no matter where they live or what language they speak. In the midst of a crisis, everybody needs to feel safe. At work, everybody needs to feel valued, respected, and included.

Faced with the challenges of the COVID-19 pandemic, other companies

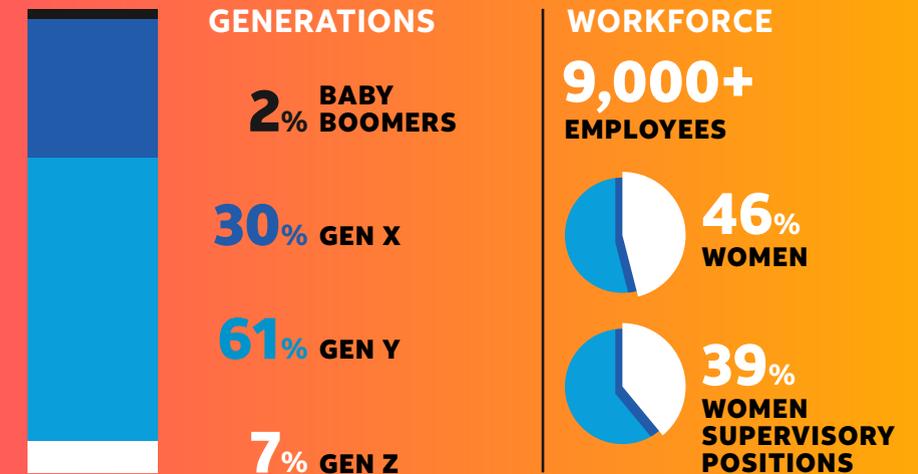
in Latin America laid off workers. But at VRIO we made sure our employees were set up to work from home safely and effectively. We checked in on each other's physical and mental health, practiced yoga and took cooking classes virtually with each other and our families. We also continued working toward our twin goals of raising awareness and developing inclusive leadership.

In 2020, we launched a new inclusive leadership course and expanded our popular "Mentoring Mujeres" initiative with "Know and Grow," a program focused

on exposure and cross development. In its first edition, 50 female managers and 17 leaders participated.

Last year we launched several new employee groups focused on the areas of disability, race, and color. Initially, it seemed like a huge challenge to roll out and energize new groups during a pandemic. But the virtualization of opportunities actually opened them up to more people. For instance, because it was virtual, over 250 VRIO employees were able to register for and attend the 2020 AT&T Employee Group Conference. And while race relations are different in Latin America, just as it did in the United States, the murder of George Floyd sparked conversations in our communities and placed a spotlight on the work we do as a diverse, inclusive company.

DEMOGRAPHICS



2020 AWARDS & RECOGNITIONS:

- Recognized by Great Place to Work in 2020 as:
 - Best Multinational Workplaces in Latin America: #17
 - Best Place to Work – Brazil: #23
 - Best Workplaces for Women – Argentina: #4
 - Best Workplaces for Women – Colombia: #19
 - Best Workplaces for Women – Ecuador: #3
 - Best Workplaces for Women – Uruguay: #1
 - Best Place to Work for Millennials – Argentina: #6

“When the pandemic hit, so many companies in Latin America started laying people off immediately. But we see our employees as essential. We see the work they do as essential to our customers. So at VRIO we made sure our employees were safe and knew they were valued.”

KEITH JACKSON, CHIEF HR OFFICER, AT&T LATIN AMERICA



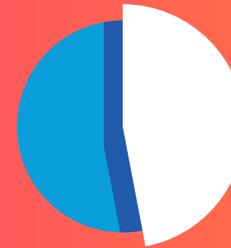


Recruiting and Outreach

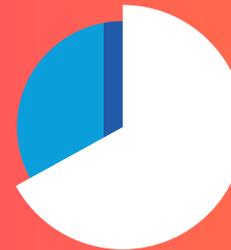
Our intention to build a workforce that reflects the world we live in starts with extensive recruiting and outreach to find talented people who represent a mix of genders, races, abilities, and experiences.

In 2020, we pivoted our search for diverse talent to virtual forums and events. We also continued to partner with Historically Black Colleges & Universities (HBCUs) and Hispanic Serving Institutions (HSIs), sponsor conferences, complete benchmarking studies and surveys, and support organizations and initiatives committed to providing equal opportunity for all people.

2020 U.S. APPLICANTS*

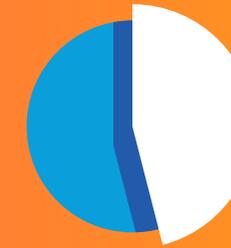


47%
(220,170)
WOMEN



67%
(311,951)
PEOPLE OF COLOR

2020 U.S. HIRES*



46%
(6,169)
WOMEN



62%
(8,237)
PEOPLE OF COLOR

- 200 college hires recruited from 75 HBCUs and HSIs
- 7% of our hires were veterans**
- 4% of our hires were people with disabilities**
- 72% of our college STEM applicants were people of color
- 51% of our general internship program summer hires were people of color
- 58% of our leadership development program hires were women
- 36% of our technology development program hires were women

*AT&T Inc. and AT&T Communications, LLC. **As self-identified via AT&T iCount.

2020 Virtual Externship Program

Cafeteria food and late-night cram sessions in the library. Graduation ceremonies and big games. Dorm life and summer internships. College students missed out on so many traditions and rites of passage in 2020. We didn't want them to also miss out on opportunities. Especially not the kinds of opportunities that provide real-life work insights and often lead to first jobs and fulfilling careers.

That's why we launched the AT&T Summer Learning Academy, a free, self-paced online learning certificate program powered by our award-winning AT&T University curriculum. The externship, which ran from June through July, provided a virtual environment where students could focus on business and technical acumen along with personal growth and professional development.

More than 11,000 students from 1,700 different schools completed 80 hours of required coursework to receive an official certificate of completion, issued by Credly. Students were able to fulfill senior internship requirements and share their Credly digital badges with potential employers and their LinkedIn network. AT&T also hired numerous students who graduated from the academy.



In addition to hearing from speakers like Molly Bloom (author of “Molly’s Game”), General Thomas Kolditz, and CNN’s Dr. Sanjay Gupta, students honed soft skills and learned how to use new technologies. Most importantly, they had an experience – one they didn’t have to miss out on – that kept them on the track to real-world success.

The externship provided a virtual environment where students could focus on business and technical acumen along with personal growth and professional development.



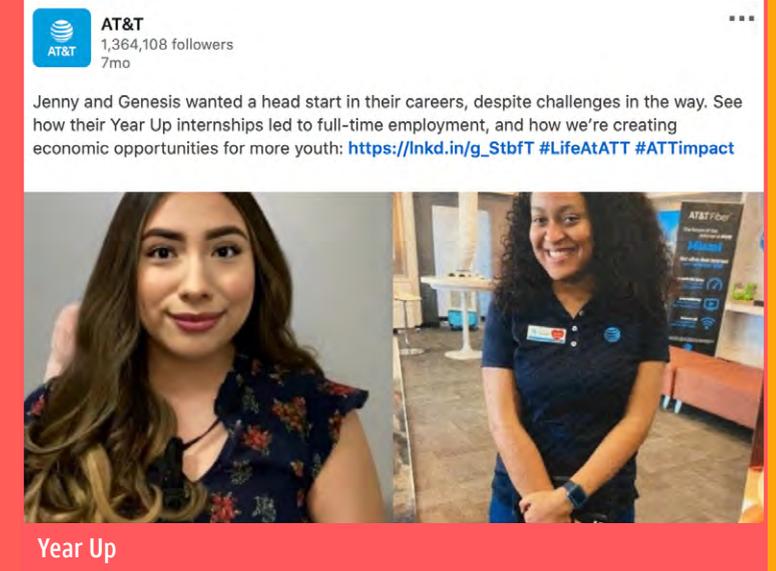
Diversity, Equity & Inclusion Partnerships

GENERAL DIVERSITY

- Academy of Motion Picture Arts & Sciences
- Center for Communications
- Creative Access
- Cristo Rey Network
- Digital Diversity Network
- DiversityInc
- Emma Bowen Foundation
- Inroads
- Junior Achievement
- Management Leadership for Tomorrow (MLT)
- Motion Picture Association of America
- Multiverse
- National Action Council for Minorities in Engineering
- National Sales Network
- NBA All-Star Chicago
- Next Play
- Radical Recruit
- Screenskills
- South by Southwest (SXSW)
- Sundance Film Festival
- T. Howard Foundation
- Television Academy
- Texas Offenders Reentry Initiative (TORI)
- Tribeca Film Festival
- U.S. Chamber of Commerce Foundation
- Vercida
- Year Up
- American Black Film Festival
- Atlanta University Center Consortium (AUCC) Career Fair
- Black Enterprise
- Black Girls Code
- Black is Tech Conference
- Black Solidarity Conference
- Black Women Animate
- Black Women's Roundtable
- Career Communications Group: BEYA and WOC STEM
- Diversity & Inclusion Career Expo (DICE)
- Entertainment Industry College Outreach Program (EICOP)
- Executive Leadership Council
- Fund II Foundation
- HBCU 20x20
- Icon Talks: Black Male Excellence in Entertainment Jackie Robinson Foundation
- Morehouse College
- National Action Network
- National Association for Multi-Ethnicity in Communications (NAMIC)
- National Association for the Advancement of Colored People (NAACP)
- National Association of Black Accountants (NABA)
- National Association of Black Journalists (NABJ)
- National Black MBA Association (NBMBAA)
- National Urban League
- Nex Cubed (HBCU Founders Program)
- ReelWorks
- Spelman College

BLACK

- ADCOLOR/The One Club
- AfroTech
- AllStarCode



- T. Howard Foundation
- Thurgood Marshall Foundation
- U.S. Black Chambers, Inc.
- Walter Kaitz Foundation
- We Are Black Journos

ASIAN & PACIFIC ISLANDER

- ASCEND
- Asia Society
- Asian & Pacific Islander American Health Forum (APIAHF)
- Asian & Pacific Islander American Vote (APIAVote)

- Asian American Journalists Association (AAJA)
- Asian American Advancing Justice (AAJC)
- Asian Pacific American Institute for Congressional Studies (APAICS)
- Asian Pacific American Labor Alliance (APALA)
- Asian Pacific Islander American Public Affairs Association (APAPA)
- Center for Asian Pacific American Women (CAPAW)
- Council for Native Hawaiian Advancement (CNHA)
- Filipina Women's Network (FWN)

- HAP (Hmong American Partnership)
- International Leadership Foundation (ILF)
- Japanese American Citizens League (JAACL)
- Leadership Education for Asia Pacifics (LEAP)
- National Asian/Pacific Islander American Chamber of Commerce & Entrepreneurship (National ACE)
- National Association of Asian American Professionals (NAAAP)
- National Council of Asian Pacific Americans (NCAPA)

- National Federation of Filipino American Associations (NaFFAA)
- National Queer Asian Pacific Islander Alliance (NQAPIA)
- OCA-Asian Pacific American Advocates
- Sikh American Legal Defense and Education Fund (SALDEF)
- Tenshey

WOMEN

- ASCEND Global Media (European Women in Technology World Series)
- Catalyst

- Forte Foundation
- GenHERation
- Girl Scouts
- Girls Inc.
- Girls Who Code
- Institute for Economic Empowerment of Women (IEEW)
- The Muse
- National Council for Women in Technology
- Signature
- Society of Women Engineers
- Techbridge Girls
- U.S. Chamber of Commerce Foundation
- Women in Technology Atlanta

HISPANIC/LATINO

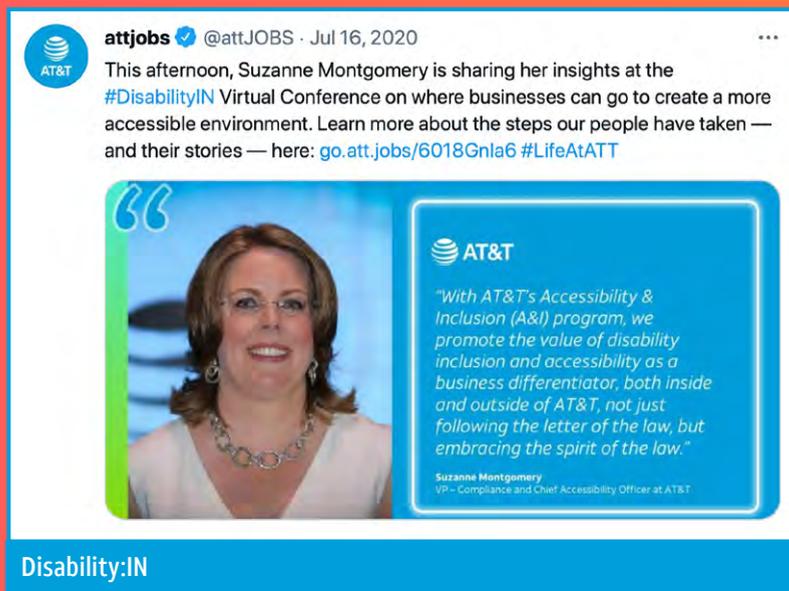
- ALLvanza
- Association of Latino Professionals for America (ALPFA)
- Hispanic Alliance for Career Enhancement (HACE)
- Hispanic Association on Corporate Responsibility (HACR)
- Hispanic Federation

- Hispanic Heritage Foundation (HHF)
- Hispanic Scholarship Fund (HSF)
- Latin American Association
- LATINA Style
- League of United American Latin Citizens (LULAC)
- National Association of Hispanic Journalists (NAHJ)
- National Association of Latino Independent Producers (NALIP)
- National Hispanic Council on Aging
- National Hispanic Foundation for the Arts
- SMU-Cox School of Business Latino Leadership Initiative
- TECHNOLOchicas
- UnidosUS
- U.S. Hispanic Chamber of Commerce (USHCC)
- U.S. Hispanic Leadership Institute

NATIVE AMERICAN

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





Disability:IN



American Corporate Partners (ACP), Carry the Load, FourBlock, Veterati



LGBTQ+

- Barcid Foundation
- George Washington University (AT&T Center for Indigenous Politics and Policy)

VETERANS

- American Corporate Partners (ACP)
- Camp Southern Ground in support of Warriors Week
- Carry the Load
- FourBlock

- Hiring Our Heroes
- Military Spouse Employment Partnership (MSEP)
- Military Times
- Npower
- Spouse Force (Blue Star Families)
- Team Rubicon
- University of Texas Arlington/ University of Texas Dallas
- Veteran Jobs Mission
- Veterans Affairs

- Veterans in Media and Entertainment (VME)
- Veterati

LGBTQ+

- Athlete Ally
- Black Tie Dinner
- Dallas Resource Center
- Family Equality Council
- GLAAD
- GLSEN

- Hetrick-Martin Institute
- Human Rights Campaign (HRC)
- Lesbians Who Tech
- LGBT Tech
- myGwork
- National LGBT Chamber of Commerce (NGLCC)
- oSTEM
- Out & Equal Workplace Summit
- Point Foundation
- Reaching Out

- The Trevor Project
- Top Dog Learning (L.I.O.N.S. Program)

PEOPLE WITH DISABILITIES

- American Foundation for the Blind
- AT&T Advisory Panel on Access and Aging (AAPAA)
- Dallas Mayor's Committee for People with Disabilities or Employability
- Disability:IN

- Exceptional Minds
- Georgia Epilepsy Foundation
- Hearing Loss Association of America
- National Council on Independent Living
- National Organization on Disability (NOD)
- Telecommunications for the Deaf & Hard of Hearing (TDI)

145,250+

ACTIVE EMPLOYEE GROUP MEMBERSHIPS

158,400

VOLUNTEER HOURS

\$913,250

IN SCHOLARSHIPS AWARDED



EMPLOYEE GROUPS CELEBRATING MILESTONE ANNIVERSARIES IN 2020

1 FULL YEAR

AT&T First Responder Employee Network
Cybersecurity@Work

5 YEARS

APWO/Asian Pacific Women's Organization
AT&T Mujeres en Acción

35 YEARS

FACES

2020 NEWLY UNIFIED BUSINESS RESOURCE GROUPS UNDER WARNERMEDIA

ARC: Asian Americans & Pacific Islanders Representing Change

BE: Black Empowerment

BEING: Multicultural

CORE: Administrative Professionals

DiverseABILITIES: Disabilities

EMERGING: Emerging Professionals

PRISM: Professionals Representing Identity & Sexuality in Media

SALUTE: Veterans/Military

TechKnow: Technology

VAMOS: Hispanic/Latinx

VILLAGE: Parents/Caregivers

WOW: Women of WarnerMedia

“ *We held open forums to provide safe spaces where everybody could come and talk it out and say how they were feeling. We were mourning. Not just for people we lost, but for the state of the world, for the state of America, for the state of the Black community. We had so many conversations.”*

**GINA MCCRAY
CEO OF THE NETWORK
BICP NATIONAL**

Employee Groups

One thing is very clear: In 2020, our employee groups pulled together.

At the beginning of the pandemic, we supported our members as they pivoted to working from home. Last spring, when The NETwork, our employee resource group for Black employees and their allies, faced the devastating double blow of a national racial justice crisis and the very personal, unexpected loss of their national president, Latya Taylor, the leaders and members of our other employee groups stepped up and rallied around them, offering to help in any way they could. Or at the very least just listen.

So many people in the AT&T community were touched by loss last year. So many of us dealt with illness, loneliness, and stress. We've always known that employee groups are a powerful support network. But last year we saw that support in action like never before.

Employee Groups

Reflecting our diverse workforce, our employee resource groups (ERGs), business resource groups (BRGs), and employee networks (ENs) represent women, people of color, LGBTQ+ individuals, generations, people with disabilities, parents & caregivers, and veterans, as well as employees' professional interests in cybersecurity, engineering, innovation, project management, and media & entertainment technology. Each group is open to both employees who identify with these communities and their allies.



ARC* | ASIAN AMERICANS & PACIFIC ISLANDERS REPRESENTING CHANGE 974 MEMBERS

Committed to empowering and developing members and boosting the visibility of the Asian & Pacific Islander community through cross-cultural awareness and collective action with the integration of legacy groups from HBO, Turner, and Warner Bros.



ASIAN PACIFIC WOMEN'S ORGANIZATION FOUNDED 2015 | 339 MEMBERS

To educate, mentor, inspire, and foster a community of support for AT&T Asian Pacific women, launched the "Digital Transformation Champion" technical and business skills training program across eight countries, promoted self-care with "R U Okay" week, and provided a kids activity program for members working from home.



ABILITY FOUNDED 1989 | 6,087 MEMBERS

To create a culture of understanding, awareness, advancement, and advocacy for individuals with disabilities, 2020 initiatives included coordinating mentoring & career networking sessions, monthly Alzheimer's caregiver support meetings, and mental health and neurodiversity events and campaigns.



AT&T EMEA WOMEN'S NETWORK (Aewn) FOUNDED 2013 | 751 MEMBERS

Provided professional and personal growth opportunities for members from 22 countries with Global Tea & Coffee Talks virtual networking, mentoring circles, special-edition newsletters, and virtual volunteering supporting children's hospitals, hospices, women's shelters, and the homeless.



ADVOCATES FOR WOMEN IN TECH FOUNDED 2014 | 3,890 MEMBERS

To encourage and facilitate recruiting, developing, advancing, and retaining women in STEM, delivered career readiness and technology skills training, produced a technical acumen learning series, and enhanced virtual member engagement.



AT&T FIRST RESPONDER EMPLOYEE NETWORK FOUNDED 2019 | 434 MEMBERS

Completing its first full year supporting and uniting with first responder communities, AFREN focused on growing membership, building their board and working committees, providing programming on FirstNet responder wellness initiatives and for First Responders Day, and donating to Toys for Tots.

*WarnerMedia legacy resource groups founded circa 2005–2015.



AT&T INNOVATION NETWORK
FOUNDED 2018 | 2,145 MEMBERS

To foster innovation across AT&T, AIN held technology education Lunch & Learns; hosted Advanced Tool, Design Thinking, and Team Innovation Experience sessions; and financially supported the HACEMOS IoT Academy to provide an experiential e-STEAM curriculum for young students.



AT&T MUJERES EN ACCIÓN
FOUNDED 2015 | 2,363 MEMBERS

Supported AT&T Mexico’s drive for gender equity with a national-level celebration of International Women’s Month, monthly “Empower Yourself” challenges, networking with women leaders, and empowering women in Retail and Technology.



AT&T PROFESSIONAL ENGINEERS
FOUNDED 2016 | 1,381 MEMBERS

To advance the engineering profession within AT&T in 2020, the AT&T Professional Engineers Employee Network continued its PEak monthly engineering education sessions, partnered with the AT&T Chief Compliance Office on Engineering Ethics, and worked to expand outreach to employees in Slovakia and the Czech Republic.



AT&T TOGETHER
FOUNDED 2013 | 328 MEMBERS

To respond to the global pandemic lockdowns, TOGETHER focused on supporting the mental health of members and their children, as well as highlighting the inequities the LGBTQ+ community still suffers around the world.



AT&T VETERANS
FOUNDED 1983 | 7,768 MEMBERS

Aligned with its mission to support and serve the veteran/military community, AT&T Veterans 2020 initiatives included participation in Carry the Load, Wreaths Across America, and Veterans Day events, and collaborating with Ability, LEAGUE, and Women of AT&T on suicide awareness and prevention with the American Foundation for Suicide Prevention and Speak2Save.



AT&T WOMEN OF BUSINESS
FOUNDED 2017 | 4,554 MEMBERS

Delivering on its mission, hosted the “Courageous Conversation” video series featuring Anne Chow, CEO AT&T Business, celebrated International Women’s Day with #EachforEqual program, launched Pop-Up Mentoring events with 300+ mentors, and partnered with AEWN, AWF, Parents@Work, PULSE of India, and TOGETHER on virtual Global Coffee & Tea Talks.



AT&T WOMEN OF FINANCE
FOUNDED 2011 | 4,570 MEMBERS

Partnered with College Recruiting on the “SHE COUNTS” Finance Case Competition; held video series including “A Conversation with Amir Rozwasowski and Charlene Lake” discussing AT&T investor relations and social responsibility; and hosted “Continue the Conversation” and holiday networking events.



BE* | BLACK EMPOWERMENT
1,244 MEMBERS

Serves to empower Black employees through advocacy, professional development, and engagement as business advisors, brand ambassadors, and supporters of underserved communities. Integrates legacy groups from HBO, Turner, and Warner Bros.

**WarnerMedia legacy resource groups founded circa 2005–2015.*



**BEING* | MULTICULTURAL
FOUNDED 2020 | 325 MEMBERS**

Committed to inclusivity and showcasing underrepresented ideas, insights, and stories on a global stage by recognizing the intersectionality of culture, ethnicity, thought, nationality, ability, and orientation, driving business objectives and uncovering ‘the unique’ for all to experience.



**BUSINESS PROFESSIONALS
FOUNDED 2013 | 1,545 MEMBERS**

To advance its mission to support the professional growth and social interaction of EMEA employees, organized networking events and presented a series of workshops on presentation skills, crisis management, machine learning, project management, and self-development.



**CORE* | ADMINISTRATIVE PROFESSIONALS
423 MEMBERS**

Focuses on professional growth and empowerment of career-minded administrative professionals at WarnerMedia, providing members opportunities to connect, learn, lead, and excel.



**CYBERSECURITY@WORK
FOUNDED 2019 | 1,849 MEMBERS**

For its first full year of operation, Cybersecurity@Work held a dozen cybersecurity learning events, mentored local students, and partnered with the Girl Scouts to offer a week-long outreach camp to help girls learn how to protect themselves online.



**DIVERSEABILITIES* | DISABILITIES
328 MEMBERS**

Supports people with both visible and invisible disabilities at WarnerMedia by creating positive portrayals of people with disabilities, eliminating any stigmas, and advancing members’ professional development.



**EMERGING* | EMERGING PROFESSIONALS
1,826 MEMBERS**

Stands for passionate professionals at WarnerMedia ready to take the next step in their careers. Committed to inspiring fresh perspectives and creating networking and mentoring opportunities to cultivate future leaders with the integration of legacy groups from HBO, Turner, and Warner Bros.



**FACES
FOUNDED 1985 | 3,331 MEMBERS**

Responded to the pandemic by launching the #InterFACES virtual community, recognizing the efforts of employees in our garages, call centers, and retail stores with “Feeding Our Frontline Heroes” event, and supporting members’ health with “#FIT with FACES” virtual 5K races, weight loss challenges, and Zumba fundraisers.



**HACEMOS
FOUNDED 1988 | 9,410 MEMBERS**

In the spirit of “Juntos HACEMOS más!,” helped Latino parents close the homework gap with “Educational PIQUE” YouTube videos on distance learning skills, hosted monthly “Latino Talks” with candid conversations on race and intersectionality, and virtualized the annual National High Technology Day for over 3,000 high school students.

*WarnerMedia legacy resource groups founded circa 2005–2015.



ICAE
FOUNDED 1983 | 2,878 MEMBERS

To help promote Indigenous culture, ICAE continued their “Tribal Talks” series, which featured discussion of the Indigenous pipeline, hearing from three indigenous interns, and an interview with author Darcie Little Badger.



OXYGEN
FOUNDED 2011 | 15,576 MEMBERS

Continued to develop future leaders and young professionals with “Ignite Your Career” sessions focused on innovation, interviewing, managing a multigenerational workforce, and more. Also launched “Time to Talk” initiative with key speakers engaging in open dialogue on tough mental health topics.



INSPIRASIAN
FOUNDED 1978 | 6,683 MEMBERS

Rising to the challenges of the pandemic, held #ConnectedTogether Virtual Concert raising over \$6,000 for the AT&T Employee Relief Fund and World Central Kitchen; collaborated with FACES, OASIS, and ARC to present #ConnectedTogether Social Equality webinar, which raised \$10,000 for nonprofits; and celebrated Asian/Pacific American Heritage Month with engaging virtual cultural content.



PARENTS@WORK
FOUNDED 2013 | 1,527 MEMBERS

Created tSpace Forums for parents working from home addressing virtual work, homeschooling, and staycations. Produced a Speakers Series featuring AT&T Government Solutions President and an ICF-certified coach.



LEAGUE AT AT&T
FOUNDED 1987 | 4,964 MEMBERS

To advance its mission in 2020, produced virtual celebrations and panel discussions to raise awareness on issues impacting the LGBTQ+ community, presented monthly virtual AT&T University professional development sessions, and hosted Thank-a-Thon events to recognize 600+ frontline volunteers at The Trevor Project.



PRISM* | PROFESSIONALS REPRESENTING IDENTITY & SEXUALITY IN MEDIA
1,105 MEMBERS

Professionals Representing Identity and Sexuality in Media believes in making the world a better place for all genders, identities, and orientations. Dedicated to developing leaders, driving business growth, and fostering compassion with the integration of legacy groups from HBO, Turner, and Warner Bros.

**WarnerMedia legacy resource groups founded circa 2005–2015.*



OASIS
FOUNDED 2001 | 4,899 MEMBERS

Continuing their commitment to the community, OASIS members sponsored a meal in seven different cities for local first responders, donated cloth masks for healthcare workers, hosted a series of stress and resilience workshops to support their members’ mental health, and awarded \$30,000 in scholarships.



PROFESSIONALS 50 FORWARD
FOUNDED 2014 | 6,336 MEMBERS

Staying true to their mission of lifelong learning, community engagement, and collaboration, virtually sponsored quarterly professional book club series, continued their “Show You Care, Be There” initiative for senior citizens, and awarded \$24,000 in scholarships to nontraditional students.



**PROJECT MANAGEMENT NETWORK
FOUNDED 2014 | 5,901 MEMBERS**

To foster a unified project management environment, offered lecture series, PMP prep training, and professional certification workshops. Also kicked off first community outreach program supporting Five Star Senior Center with project management expertise.



**SALUTE* | VETERANS/MILITARY
478 MEMBERS**

Salute’s goal is to foster a sense of camaraderie among our veterans and employees through professional development, education, and mentoring opportunities, and help those adapting to a post-military life or balancing the demands of maintaining their military readiness. Integrates legacy groups from HBO, Turner, and Warner Bros.



**TECHKNOW* | TECHNOLOGY
1,340 MEMBERS**

A group of diverse and innovative enthusiasts committed to inspiring, educating, and creating opportunities for people interested in exploring the possibilities of technology in media & entertainment by organizing events about technical topics, providing professional support, and encouraging new ideas through partnerships supporting WarnerMedia’s tech future.



**THE NETWORK, BLACK INTEGRATED
COMMUNICATIONS PROFESSIONALS (BICP)
FOUNDED 1969 | 10,939 MEMBERS**

Empowered our members by offering programming with expert speakers on “Black Dollars Black Sense!,” It’s OK Not to Be OK,” and “A Conversation on the Case for HBCUs.”



**VAMOS* | HISPANIC/LATINX
924 MEMBERS**

Dedicated to advancing Hispanic and Latinx trailblazers and leaders by connecting to our communities, highlighting the importance our cultures bring to our business efforts, and propelling our collective into prominence through personal and professional development, community outreach, and networking opportunities. Integrates legacy groups from HBO, Turner, and Warner Bros.



**VILLAGE* | PARENTS/CAREGIVERS
1,075 MEMBERS**

Representing diverse nurturers, caregivers, and parents, we develop opportunities for our village to connect, inform, and encourage. We enhance consumer outreach, drive customer insights, influence content, promote work/life balance, drive employee engagement, and give back through activities, volunteering, and events.



**WOMEN OF AT&T
FOUNDED 1972 | 20,424 MEMBERS**

Inspired members to achieve professional goals and effect change in the community with programming covering a wide range of topics: suicide prevention, domestic violence awareness, human trafficking, surviving a surplus declaration, optimizing technology, and women’s empowerment.



**WOW* | WOMEN OF WARNERMEDIA
3,971 MEMBERS**

A diverse and collaborative community committed to empowerment, inclusion, and gender parity for our workplace, our content, and beyond. With the integration of legacy groups from HBO, Turner, and Warner Bros., WOW’s goal is to create an environment that welcomes all genders and inspires, supports, and creates opportunities that drive decision-making power for women across our global network.

**WarnerMedia legacy resource groups founded circa 2005–2015.*

Employee Group Conference Metrics:

Over 7,500 people from 38 countries attended.

71% were first-timers.

Our virtual Expo Hall featured 40 booths visited by 2,000 attendees.

Over 150 senior leaders hosted Executive Table Talks, engaging with 3,000 participants in 8 different languages.



“ I brought my team together from Guadalajara, Mexico, and being able to join in together honestly was one of the most interactive experiences that I've had without actually being physically next to other people.”

**LIZ MORALES, ASSOCIATE DIRECTOR
CUSTOMER ADVOCATE, C&C, MEXICO**

Listen. Understand. Act.

Like so many things last year, our Employee Group (EG) Conference looked really different in 2020. Normally, leaders and members of our employee groups gather together in Dallas to attend workshops and panel talks, see friends from around the country, and share ideas and encouragement in person. This year, due to the pandemic, traveling from around the country and the world to gather in Texas wasn't a safe option. But for us, canceling the conference wasn't an option either. We knew that the education, connections, and encouragement it provides were needed in 2020 perhaps more than ever before.

And so we got creative and went virtual, putting on a high-quality, dynamic event that offered everything our conferences usually do – and in some cases even more. A specially designed conference app provided all the resources people

needed to tune in and connect. Our annual Expo Hall and new “AT&T’s Got Talent” event may have been virtual this year, but they both still showcased the diversity of our employee group members’ talents. And in 2020 we offered four times more virtual seats to our popular Executive Table Talk sessions than we were previously able to in a live setting. In fact, going virtual expanded access to the conference. Over 7,500 people from 38 countries participated, and 71% of them were first-timers.

The theme for our 2020 conference was “Listen. Understand. Act.” Workshops on race, social advocacy, and civic engagement launched important conversations. CEO John Stankey led a discussion on equality and equity. Workshops on Native American Storytelling in the Digital Age, Interfaith Dialogue, and Amplifying Latinx Voices

were hugely popular. Last year was tough on every single one of us in a unique way. Listening to each other allowed us to understand each other, to find common ground.

Traditionally, we act on what we've learned together through our day of service, which was retooled this year due to the pandemic. Instead of volunteering in person, we did so virtually. Through programs like AT&T Believes at Home and CareerVillage, we mailed school supplies to K-12 students in systemically under-resourced schools and connected with students one on one through virtual eMentoring.

In 2020, the pandemic revealed systemic inequities. But it was also a great equalizer. As Corey Anthony put it at the conference, “The EG Conference is truly about realizing our differences. They're not a barrier, but they are a bridge to common ground.”



Excellence in Action Awards



Each year at the AT&T Employee Group Conference, we recognize our employee groups' national and local initiatives that made a significant impact on our company, our employees, and our communities.

The 2020 Excellence in Action Impact Awards recognized innovation and collaboration in four categories: Professional Development, Business Impact, Community Impact, and Leadership

These are the standouts from 2020.

PROFESSIONAL DEVELOPMENT

PROFESSIONAL DEVELOPMENT COLLABORATION | NATIONAL LEAGUE AT AT&T - VIRTUAL PRIDE

In response to the pandemic, Pride festivities in June 2020 went virtual. LEAGUE at AT&T partnered with PRISM at WarnerMedia to create a new digital platform and diverse, exciting virtual programming during Pride month to celebrate all LGBTQ+ employee groups and beyond. Collectively, more than 1,000 employees attended the month's events, which not only brought employees closer together and educated them on the LGBTQ+ community's intersectionality with race and ethnicity, but also raised funds for The Trevor Project, the Bail Project, Trans Justice Funding Project, and Trans Can Work.

PROFESSIONAL DEVELOPMENT INNOVATION | NATIONAL ABILITY - BEGINNERS AMERICAN SIGN LANGUAGE CLASSES

Ability's Beginners ASL Classes taught basic sign language skills and vocabulary and provided an understanding of deaf culture and the history of American Sign Language. The classes gave attending employees new skills and knowledge to bridge the communications gap in their working relationships with colleagues and customers – or at home with friends and family – who are deaf or hard of hearing.

PROFESSIONAL DEVELOPMENT COLLABORATION | CHAPTER/LOCAL HACEMOS CENTRAL FLORIDA/WOA FLORIDA - COMMUNICATING YOUR CAREER STORY = POWERED BY STORICATE

To empower AT&T employees' professional development and attract new members to their employee group chapters, HACEMOS Central Florida and Women of AT&T (WOA) Florida worked with Storicate to curate a three-part customized video series as the lead-up to the one-hour webinar focused on the 4 P's of telling a story: Protagonist, Pathfinder, Pathway, and Payoff. Nearly 800 employees attended the highly rated webinar, where they learned how to best employ each of those pillars to craft and tell the best story about their career.

PROFESSIONAL DEVELOPMENT INNOVATION | CHAPTER/LOCAL WOA - DALLAS - VIRTUAL NETWORKING SERIES

The Women of AT&T (WOA) Dallas chapter responded to the pandemic shelter-in-place orders by finding alternative ways to connect with their members and provide professional development programming. In April 2020, they launched a virtual, biweekly Happy Hour series focused on helping members maintain their health and wellness by offering respite from COVID-19 stress and mitigating the impact of social distancing with virtual networking.

BUSINESS IMPACT

BUSINESS IMPACT COLLABORATION | NATIONAL

AT&T INNOVATION NETWORK – ADDRESSING THE 50/12 IMBALANCE WITH EDUCATION, AWARENESS, AND VISIBILITY

When they learned from a U.S. Patent and Trademark Organization report that more than 50% of PhD recipients are women, but women are only 12% of patent owners, AT&T Innovation Network felt it was important to address this 50/12 imbalance. So, they partnered with Advocates for Women in Technology (AWT) and Women of AT&T (WOA) to develop and deliver a training session on patents, attended by over 300 employees. They also worked with AT&T's College Recruiting team to showcase AT&T's women inventors to the 270,000 employees, job applicants, customers, and shareholders who follow AT&T on social media.

COMMUNITY IMPACT

COMMUNITY IMPACT COLLABORATION | NATIONAL

INSPIRASIAN, OASIS, FACES – ASIAN PACIFIC AMERICAN HERITAGE MONTH CELEBRATION

To overcome the obstacle of not being able to celebrate and connect during Asian Pacific American Heritage Month due to the pandemic, InspirASIAN, FACES, and OASIS connected with PULSE of India and reached out to their members and external partners to create a 14-part video series on the Asian & Pacific Islander community. With topics ranging from the history of China Camp and Dragonboat races, to delicious recipes people could make at home, different cultural traditions, pastimes and prayers, and local restaurants needing community support, the videos reached a combined network of over 20,000 employees and countless external viewers.

COMMUNITY IMPACT COLLABORATION | CHAPTER/LOCAL

HACEMOS – DALLAS – SUPPLIES DRIVE: AYUDA A TU HERMANO

To address a humanitarian crisis largely affecting the Hispanic/Latino community, HACEMOS Dallas partnered with AT&T Legal to organize a supply drive for hundreds of asylum-seeking families stranded along the U.S./Mexico border. Due to the “Remain in Mexico” policy, many of these families were living without basic necessities in makeshift tents. The clothing and toiletries collected were passed over to Casa del Migrante in Matamoros, Mexico, to reach as many of these asylum-seeking families as possible before the holidays.

COMMUNITY IMPACT INNOVATION | NATIONAL

INSPIRASIAN – #CONNECTEDTOGETHER CONCERT

To raise awareness of the impact of the pandemic, InspirASIAN hosted the virtual #ConnectedTogether Concert, featuring musical performances by AT&T executives. Nearly 300 employees and external partners attended the unique event, raising over \$6,000 for AT&T Employee Relief Fund and World Central Kitchen.

COMMUNITY IMPACT INNOVATION | CHAPTER/LOCAL

OASIS – TEXAS – CULTURE WORX

To advance key tenets of their mission, OASIS Texas launched their Culture WorX initiative to continually promote and demonstrate AT&T's community support in the Dallas/Ft. Worth area. Culture WorX activities included raising awareness of AT&T's Later Haters campaign to curb cyberbullying, sharing AT&T's sponsorship of local organizations via emails and newsletters with a readership of over 300,000, engaging key leaders to speak about AT&T differentiators like 5G, IoT, and edge computing at community gatherings, and collaborating with other employee groups on two workshops to teach individuals on the autism spectrum about mobile app development.

LEADERSHIP

LEADERSHIP

TEDDY CHU – DIRECTOR CARRIER ACCOUNTS, GLOBAL CONNECTIONS, MEMBER OF INSPIRASIAN DFW CHAPTER

As a great supporter of the growth and development of AT&T employees, Teddy Chu helped increase InspirASIAN DFW chapter membership by 20% during his tenure as president by continuously advocating for the inclusivity of all Dallas/Ft. Worth members, regardless of their location or work schedule. His vision and leadership of the 2018 scholarship banquet led to the chapter raising more than \$21,000 in a single evening – and he managed the technical aspects of InspirASIAN's virtual #ConnectedTogether Concert in April 2020. Teddy is also involved in helping others outside of AT&T as a mentor and mentoring circle leader for CEO Global, a leadership program for graduate students and young professionals.

BEST OVERALL

OASIS – MAKE OUR WORLD A BETTER PLACE

While 2020 brought unforeseen challenges that few were prepared for, OASIS had already begun moving to more virtual programs to increase their impact on their members and communities. Because of this, they were able to swiftly adapt to the new normal, fully pivoting their “Make Our World a Better Place” initiative to all virtual programs, and providing a holistic approach to addressing the need for awareness, compassion, resilience, and change across four key pillars: A Better You focused on physical health, mental well-being, and nutrition; A Better Us developed employee skill sets and promoted knowledge of AT&T products, services, and programs; A Better Community gave back to others through acts of compassion and gratitude; A Better Planet partnered with AT&T Corporate Social Responsibility to drive sustainability efforts.



COMMUNITIES

AT&T
BELIEVESSM





We Do the Work

They say actions speak louder than words – last year our actions spoke for themselves.

In 2020, the inequities and injustices embedded in our society were more apparent than ever. A global pandemic affected some groups more than others, exposing underlying inequities in housing, access to healthcare, and financial security. And the killings of George Floyd and other Black Americans shined a spotlight on what we at AT&T have long

known: that in America and around the world the fight for racial equality and social justice is not over.

At AT&T, we've been pursuing social justice in our communities since the civil rights era. For decades we've supported economic empowerment projects. In 2020 we made a \$10 million investment toward economic opportunities for Black and underserved communities. We also made it clear where we stand: that like so many Americans, we believe police reform is necessary in this country.

While we worked to address these big national issues, we also zeroed in locally, to help feed the hungry and support our first responders fighting on the front lines of the pandemic.

We didn't start working on these things in 2020, and we won't stop working on them either. Volunteerism is part of our culture and standing for equality is embedded in our company's DNA. Last year we were ready to step up, meet the need, and meet the moment.

AT&T Believes

38
U.S. MARKETS

16,000+
EMPLOYEES

521,000+
VOLUNTEER HOURS

5 NEW COUNTRIES

CZECH REPUBLIC
INDIA
IRELAND
SLOVAKIA
UNITED KINGDOM



At its heart, AT&T Believes is an employee-led, grassroots model. We've always believed that the best way to tackle big global problems is to start locally. And we think the best way to help our communities is to ask them what they need first. And then respond.

In 2020 that nimble, localized structure helped us react to unprecedented crises effectively and quickly. When our regular in-person volunteer activities became unsafe and impossible to carry out due to the pandemic, we figured out how to hold them virtually. When the pandemic started, all of our Believes franchises coalesced at a national level around a big goal: to provide meals and essential services to people in underserved communities and first responders. On a local level, the implementation of that plan looked as unique as the communities we serve. In Dallas, for instance, Believe Dallas volunteers designed an approach to support a restaurant that was struggling due to the pandemic, utilizing it to cook food for individuals experiencing homelessness.

Consequently, we distributed \$5.5 million to organizations across the country, putting financial support behind our words and funding necessary work in communities impacted by the pandemic. We also expanded our reach even farther, adding international AT&T Believes franchises for the first time in 2020 as we expanded into Slovakia, the Czech Republic, India, and the UK and Ireland.

We also sought to educate employees on issues surrounding racial justice and equality. Participants in our "Read. Watch. Do." curriculum completed a 21-day challenge, reading during the first week, watching documentaries and other informative programming during the second, and taking actions during the third like supporting local Black-owned businesses or registering to vote.

Through all the many challenges of last year, AT&T Believes showed resilience and authenticity. We continued to show up for our communities. When the need was great, our efforts were too.

"The first thing we did when stay-at-home orders went into place was virtualize and digitize our employee engagement. For example, where we used to show up to tutor kids after school at a community center face to face, we now do so virtually through partners like UPchieve."

HARDMON WILLIAMS

**VICE PRESIDENT,
AT&T BELIEVES AND
COMMUNITY ENGAGEMENT**

It's Our Responsibility to Respond

In a year marked by incessant, incomparable challenges, our Corporate Social Responsibility (CSR) team effectively pivoted to address the world's twin crises of COVID-19 and social justice inequities. Those realities placed a spotlight on the vital importance of our longstanding dedication to community and social investment.

In May of 2020, unemployment for Black Americans reached 16.8%, the highest it's been in more than a decade. The pandemic's outsized impact on Black job candidates highlighted the need to address barriers to economic success and upward mobility in Black and underserved communities.

We understand that changing ingrained societal inequities requires dedication and financial investment. In 2020 we reaffirmed our commitment to economically empowering Black and underserved communities with \$10 million of funding. The money will

go toward initiatives in the areas of workforce readiness, employee-led local efforts, and diversifying technology and entrepreneurship through HBCUs.

"We're refocusing our efforts to create more opportunities and paths to success for Black and underserved communities, building on our longstanding work to create economic prosperity for all in this country," said John Stankey, CEO of AT&T Inc.

Last year we also joined forces with a coalition of 37 CEOs across industries to form OneTen, an organization that will combine the power of these committed American companies to collectively upskill, hire, and promote 1 million Black Americans over the next 10 years into family-sustaining jobs with opportunities for advancement.

We also continued our support of second-chance hiring by having no automatic barriers to hiring for formerly incarcerated individuals.

Additionally, in 2020 AT&T focused our philanthropic efforts on students who faced unprecedented challenges when classrooms were darkened and schools shuttered. To tackle this sudden and acute need, we repurposed our budget, allocating \$10M to AT&T's Distance Learning and Family Connections Fund, which served 196 million learners in 2020.



The pandemic's outsized impact on Black job candidates highlighted the need to address barriers to economic success and upward mobility in Black and underserved communities.



Time to Act

“...in the face of injustice and inequality, our commitment to doing the right thing is loud and clear.”

KEN MCNEELY, PRESIDENT, WESTERN REGION EXTERNAL & LEGISLATIVE AFFAIRS | CHAIR – AT&T SOCIAL JUSTICE WORKING GROUP

Since the 1960s, AT&T has been at the forefront of civil rights advocacy and the fight for equality. In 2020, we continued that work. In the face of unprecedented need and challenges, we put our resources toward initiatives we believe can move the needle on advancing economic opportunity, overcoming systemic education barriers, and reforming law enforcement.

One of the ways we did that was through our work with the Business Roundtable, where our former CEO Randall Stephenson led the Racial Equity and Justice Committee, Subcommittee on Equitable Justice. In 2020, the subcommittee released policy principles for policing reform. These principles represent the collective views of America’s top business leaders, and are organized into five categories: community engagement, data collection and transparency, accountability, minimum national policing standards, and training.

Make no mistake – this is a pivotal moment in our nation’s history for the pursuit of equality for all. AT&T’s leadership is committed to advocating personally and through the Business Roundtable to drive awareness and action.

Our External and Legislative Affairs (E&LA) teams have also been advocating to address police reform in the communities where we live and work. And the push is working.

At the time when Ahmaud Arbery, an unarmed Black man, was killed by two white men while jogging, Georgia was one of the few remaining states that did not have a Hate Crimes Bill. Hate crimes are motivated by the victim’s perceived race, religion, national origin, sexual orientation, gender identity, or disability. Hate crimes laws impose tougher penalties when victims are targeted because of these characteristics.

AT&T, Cricket, and WarnerMedia each signed a letter of support for the bill, “Pass Hate Crimes Georgia.”

Our AT&T legal department also leaned in and sent a letter to Georgia Governor Brian Kemp and several others highlighting our support. And when it came to getting the bill across the finish line, AT&T was instrumental in getting the Senate floor support to help pass the law. In recognition of that work, the Atlanta Business Chronicle listed AT&T as a corporate powerhouse making a strong stand.

Across the country, we publicly supported nearly 50 pieces of legislation, five ballot initiatives and one executive order in 2020. Because in the face of injustice and inequality, our commitment to doing the right thing is loud and clear.

Responding to Injustice With Action

Though George Floyd's murder was not the first to cause outrage, the circumstances of his death spurred a collective response in a way that transformed people. There was no return to "business as usual" for a nation in mourning. AT&T needed to address the concerns of employees, customers, and society at large and leverage our resources to help bring healing, acknowledge and bridge inequities, and examine what the company could do differently going forward.

We began with an internal review of how we could best support grieving team members who needed to know their employer saw and understood them. The company held space for sharing and listening, including a "Conversation about equality and fairness" led by John Stankey, and launched the "Listen. Understand. Act." resource site with tools for employees wanting to know more about social injustice and how they could help. "Listen. Understand. Act." became the theme of our Employee Group Conference as well.

In the weeks after Floyd's death, we shut down our social channels from promotional content and gave the platform to our Black employees to share their truths and experiences. The content series became one of the most engaging ways AT&T connected with the public and highlighted the people behind the scenes who were just like them, wanting to connect.

Transparency from leadership was critical, and CEO John Stankey exemplified this in his "More Work to Do" message. His message set a new standard for accountability by listing where AT&T stood on representation company-wide and what the company planned to do to foster diversity.

Externally, we led with our values and amplified "Stand for Equality" as a guiding principle for our microsite, where we stated clearly that Black lives matter to AT&T. Additional information on the Stand for Equality microsite identified how the company planned to advocate for systemic change, tell the stories of racism and the impact of racial inequity, invite dialogue with a listen-first approach, and ultimately make a difference in the Black community. We continue to use the site and our Newsroom to share the work we're doing in diversity, equity, inclusion, and social justice.

As John Stankey said in his address, we're not done. There are still inequities that affect millions of citizens and, far too often, leave families and friends missing their loved ones. We will continue to work on closing gaps, uplifting voices, and making change happen for an equitable future.

[Visit AT&T "Stand for Equality"](#)





CONTENT

Telling the Stories That Help Us Understand Each Other



Both the COVID-19 virus and racism are very human problems. In 2020, their presence in our lives often revealed our very human flaws. Fear, insecurity, selfishness, apathy – these qualities can fuel the spread of disease and hate.

The stories and information we share have the power to combat our worst instincts. They can help us fight fear and apathy and encourage compassion and empathy. Whether it's a sci-fi TV show that reveals truths about systemic racism and prejudice, a documentary that humanizes a disability, or a news program that gives us the bigger picture, the content we produce has the power to educate, connect, and help us empathize with people from diverse backgrounds.

This is just one of the many reasons why we're dedicated to producing content that reflects our diverse society.

As we continue to pursue a more just and equal society, the ads, movies, TV shows, and other content we make are not just distractions, they're essential to the mission.

We know that when people start sharing their stories, it opens the door for others to hear them and, perhaps, to understand the world from a new perspective.

Our customers are diverse, and we want the stories we tell through our content and marketing to reflect that diversity. We want everyone to see themselves represented, to see that their lives and stories have meaning, value, and worth.

As we continue to pursue a more just and equal society, the ads, movies, TV shows, and other content we make are not just distractions, they're essential to the mission.

WarnerMedia



I May Destroy You

At WarnerMedia, we're committed to making sure that the stories we tell and the people that get to create them are reflective of the global communities we serve. And despite having to shut down production at times due to the pandemic, we are proud of the continued progress made to include underrepresented groups in greater numbers both in front of and behind the camera.



AEW Sports



The Flight Attendant



Judas and the Black Messiah



TransHood

HBO Max Launch

In 2020, we relied on streaming services like never before. During the COVID-19 pandemic our living rooms became movie theaters and our TVs helped us travel vicariously. When life as we knew it came to a grinding halt, our favorite TV shows and movies helped us weather lockdowns, quarantines, and sick days.

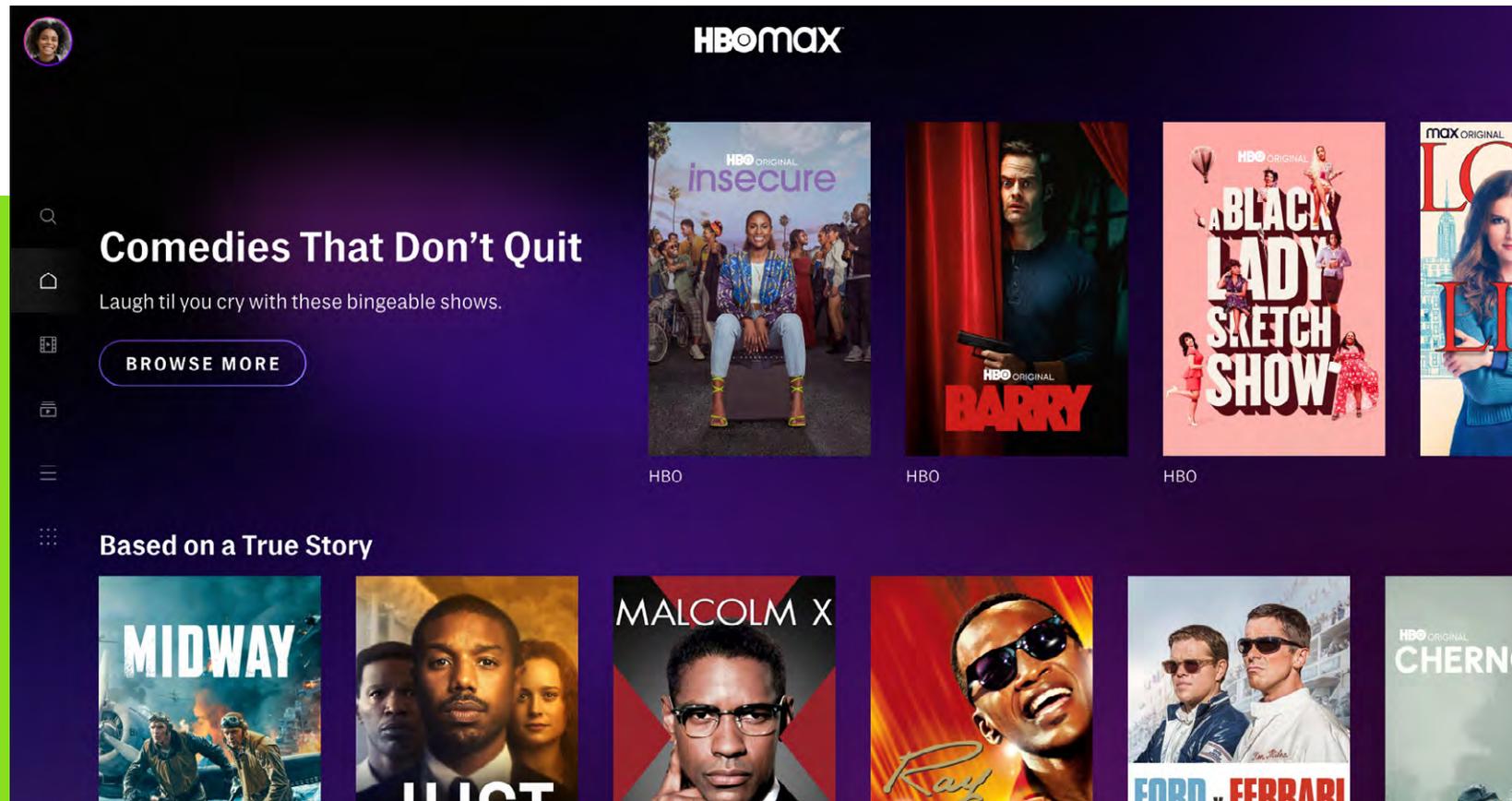
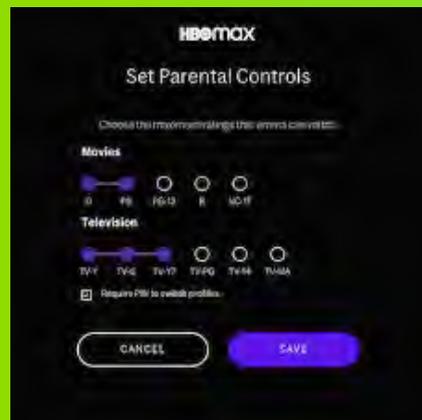
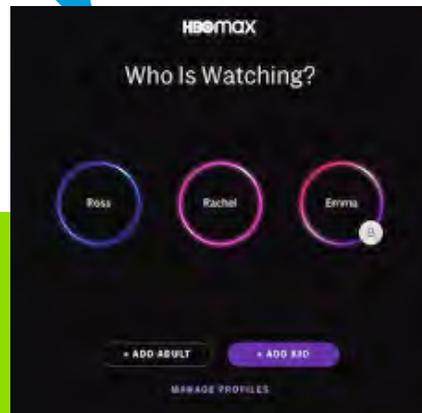
So in May of 2020, when WarnerMedia's highly anticipated streaming platform,

HBO Max, officially launched, it came at the perfect time. The new streaming platform features a leading collection of content curated from across WarnerMedia's legendary catalog, a roster of new Max Originals, and fan-favorite acquired franchises and films. The launch of HBO Max represented the culmination of efforts to bring the best of WarnerMedia together following AT&T's acquisition of Time Warner.

HBO Max has an unparalleled backing of distinct talent and industry leaders and demonstrates what can be accomplished when WarnerMedia's celebrated brands come together. A direct-to-consumer experience, it features 13,000 hours of premium content including the entire HBO service; motion picture and TV series from Warner Bros.' 100-year content collection; highlights from New Line; catalog titles from DC, CNN, TNT, TBS, truTV, Cartoon Network, Adult Swim, Crunchyroll, Rooster Teeth, and Looney Tunes Cartoons; a selection of classic films curated in partnership with TCM; and monthly offerings of new Max Originals. All of this is available for \$14.99/month from WarnerMedia.

HBO Max is where iconic entertainment brands thrive. It's where storytelling takes center stage and diverse creatives find a home with the support and resources to do their best work. And in 2020, it arrived just when we needed it most.

When WarnerMedia's highly anticipated streaming platform, HBO Max, officially launched, it came at the perfect time.



The ABCs of 2020

The show talked to kids about racism, the protests, and marches for justice happening across the country, and the importance of embracing diversity and being more empathetic and understanding.



Sometimes, when things are tough or hard to understand, it helps to see a familiar face.

Last year, when the pandemic hit, many kids couldn't play with their friends on playgrounds or hug their teachers or grandparents. At times throughout the year, they probably also sensed that the adults in their lives were stressed and sad. To help kids learn about and discuss things like racism and the COVID-19 pandemic, CNN and Sesame Street teamed up for five Town Halls featuring the experts kids trust most: Big Bird, Cookie Monster, and Elmo.

Hosted by CNN's Dr. Sanjay Gupta and Erica Hill and Sesame Street's Big Bird, "The ABCs of COVID-19" aired on Saturday morning April 25. The 90-minute special provided information and tools for families as well as answers to the big questions both parents and kids had about the pandemic. The kid-friendly Town Hall was such a success, we presented three more CNN/Sesame Street pandemic specials throughout 2020: one in May, a special back-to-school edition in September, and another in December.

In early June, as anger and heartbreak swept across America following the murder of George Floyd, CNN and Sesame Street teamed up again for a Town Hall called "Coming Together: Standing Up to Racism." Hosted by CNN's Van Jones and Erica Hill, as well as a diverse array of Sesame Street characters, the show talked to kids about racism, the protests, and marches for justice happening across the country, and the importance of embracing diversity and being more empathetic and understanding.



Lovecraft Country

Based on the novel of the same name by Matt Ruff, “Lovecraft Country” follows Atticus Freeman (Jonathan Majors) as he journeys with his childhood friend Letitia (Jurnee Smollett) and his uncle George (Courtney B. Vance) on a road trip from Chicago across 1950s Jim Crow America in search of his missing father Montrose (Michael Kenneth Williams). Their search-and-rescue turns into a struggle to survive and overcome both racist terrors and monstrous creatures that could be ripped from an H.P. Lovecraft paperback.

From showrunner and executive producer Misha Green, “Lovecraft Country” is a riveting, searing exploration of race relations in America. Filtered through a sci-fi lens, it uses fantastical monsters and otherworldly aliens to tell a very down-to-earth, human story.



“Lovecraft Country” is a riveting, searing exploration of race relations in America.



Catching Up With Old Friends



The uplifting documentary short “Autism: The Sequel” revisits the five young adults who were originally featured in HBO’s 2007 Emmy-winning “Autism: The Musical,” a poignant, heartwarming film that followed the subjects as children as they wrote and performed their own musical.

The looming question in everyone’s mind at that time was, “What will happen to these kids when they grow up?” We find out in “Autism: The Sequel” as the original subjects, now in their early 20s, navigate what independence means to them and the challenges and triumphs for adults on the autism spectrum.

The looming question in everyone’s mind at that time was, “What will happen to these kids when they grow up?”

SAME KIDS. NEW STORIES.

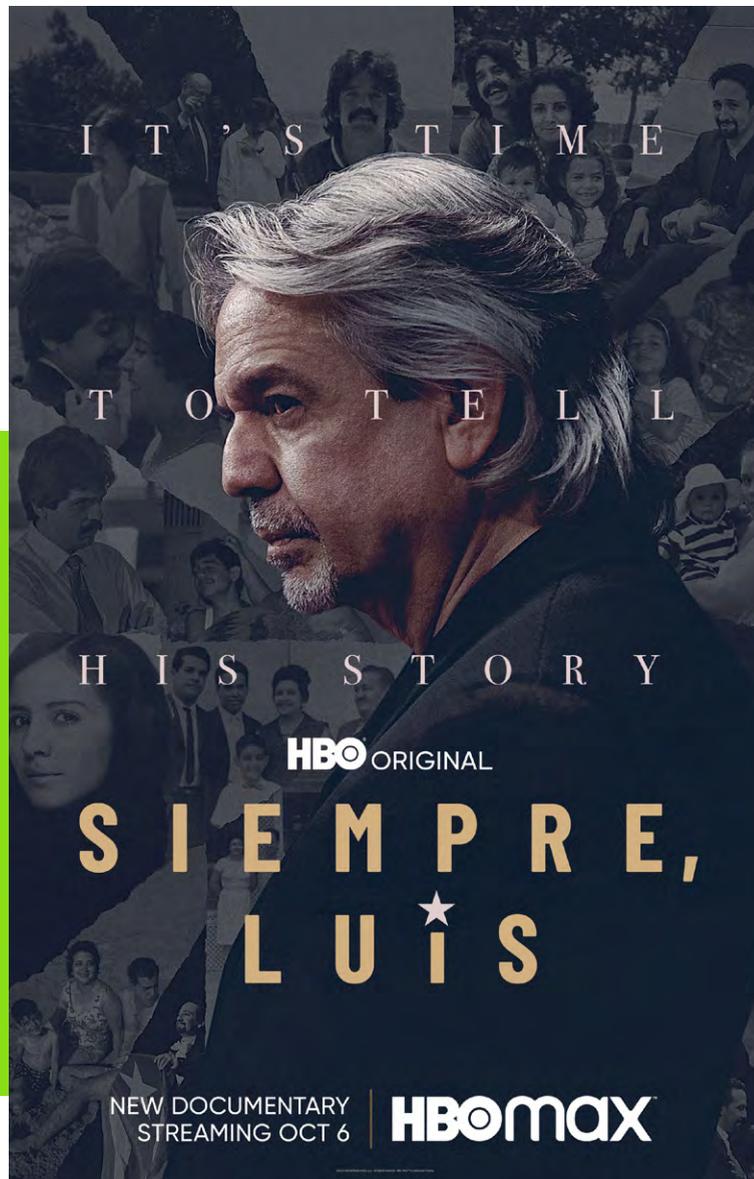


AUTISM: THE SEQUEL

HBO DOCUMENTARY FILMS PRESENTS A BMP FILM "AUTISM: THE SEQUEL" WRITTEN BY MIKE SAMPLE AND INBAL B. LESSNER. ACE PRODUCED BY TRICIA REGAN. DIRECTED BY JONATHAN MURRAY, GIE GOLOSCHEN, KRISTEN STILLIS. EXECUTIVE PRODUCERS JESSE WEINRAUB, PRODUCED BY NANCY ABRAHAM, LISA HELLER. EDITED BY SASHA ALPERT, TRICIA REGAN. MUSIC BY TRICIA REGAN.

PREMIERES 4/28 9PM HBO

Siempre, Luis



The John James directed documentary “Siempre, Luis” tells the story of Luis Miranda, the father of “Hamilton” creator Lin-Manuel Miranda.

When Luis A. Miranda Jr. left Puerto Rico for New York City in the 1970s, he had big dreams – but little did he know how far he’d go. Landing an influential position in New York City Mayor Ed Koch’s

administration as the director of Hispanic affairs, he built a career representing Latinx (and largely, due to their prevalence in the city, Puerto Rican) communities, helping to elect some of the most powerful politicians in the country.

Over the course of an intense year, James’ documentary follows Luis as his devotion to family and country propel

him forward despite health issues. Following the devastation of Hurricane Maria, Luis helps plan relief efforts and, to raise money and awareness, manages the logistics behind bringing his son’s award-winning production of “Hamilton” to the island of Puerto Rico. With humor and a lot of heart, “Siempre, Luis” tells the story of a unique and proud American.

James’ documentary follows Luis as his devotion to family and country propel him forward.

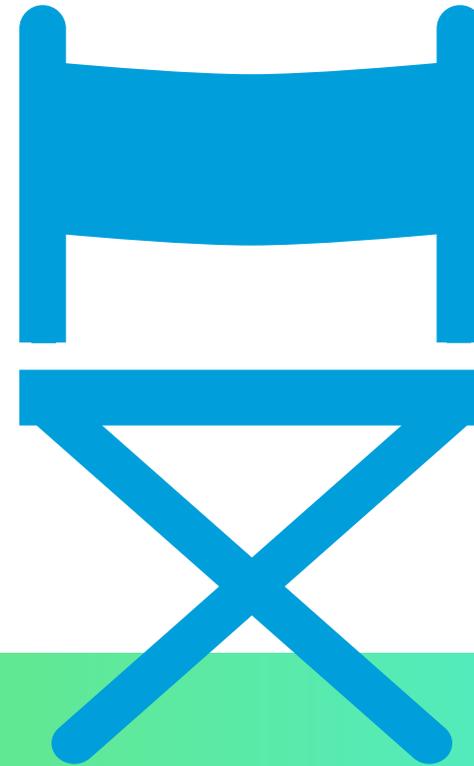
WarnerMedia Access Programs

Diversity doesn't just happen. It has to be cultivated. That's where WarnerMedia's Equity & Inclusion Programs team comes in. Tasked with designing and implementing a best-in-class global talent pipeline strategy, they launched the WarnerMedia Access brand in 2020, designed to attract, recruit, empower, and retain an innovative and diverse talent pool.

WarnerMedia Access initiatives include the expansion of existing programs such as the HBO Access programs, as well as

the creation of new initiatives designed to develop showrunners, directors, and creators of unscripted programming and animated shorts. WarnerMedia Access programs are designed to develop talent in people from groups that often still get "lost in the margins."

To that end, they are focused on uplifting people from the transgender community, persons with disabilities, indigenous communities, and Middle Eastern and North African communities, among other groups.

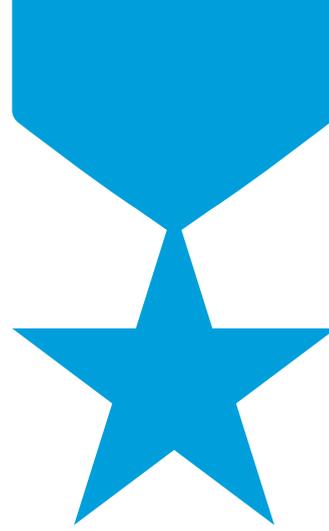


We launched the WarnerMedia Access brand in 2020, designed to attract, recruit, empower, and retain an innovative and diverse talent pool.

WarnerMedia
ACCESS
WRITERS PROGRAM



AT&T Veterans Media Fellowship



For nearly a century, AT&T has been dedicated to supporting military personnel, veterans, and their families. We honor the endless sacrifices they make to protect our country and our freedoms. And we value the skills they develop during their military service, recognizing them as key to building an inclusive environment.

In 2020, Veterans in Media and Entertainment (VME) collaborated for the first time on a specialized AT&T Veterans Media Fellowship program. Designed to provide veterans with customized training, mentorship, and opportunities to build their resumes and portfolios, the program connected 20 veterans in the Los Angeles area with a 13-week program designed to hone their skills in the media industry, from production to operations.

Our inaugural class of veteran fellows were planning to develop their skills in a collaborative, hands-on environment in Los Angeles. When the pandemic hit and prevented in-person education, they were flexible and adaptive, connecting virtually and using online tools to collaborate and create.

“The inaugural AT&T Veterans Media Fellowship showed the true commitment and dedication of our country’s veterans,” said Charlene Lake, SVP, Corporate Social Responsibility, and Chief Sustainability Officer, AT&T. “It also illustrated the power of broadband connectivity and its ability to keep people learning despite their distance from one another.”

The VME-AT&T Veterans Media Fellowship is supported by AT&T and offered at no cost to the fellows. The program is heavily focused on creative storytelling, content development, and cloud-based production of short-form interviews, branded content, and documentary-style projects.



Veterans are often at a disadvantage when entering any industry because, while they were serving their country, their peer group was gaining valuable work experience and building a network critical to helping them find future work.

“ *The 2020 AT&T Veterans Media Fellowship has opened so many doors for me. It has impacted my life beyond measure. I have met with industry leaders. I have gained mentors. I have a lot of people rooting for me to make it in this industry, and this fellowship brought me one step closer to really achieving my goals.”*

**CATHY TORRES,
2020 VETERANS MEDIA FELLOWSHIP GRADUATE**



Fellows also learn about the interconnection and impact of marketing, media operations, sales, and distribution on the creative and production processes.

According to a recent LinkedIn survey, 85% of jobs and internship positions are filled through personal connections.

As a result, veterans are often at a disadvantage when entering any industry because, while they were serving their country, their peer group was gaining valuable work experience and building a network critical to helping them find future work. VME calls this “the service gap,” and programs like the AT&T Veterans Media Fellowship are specifically designed to close that gap.

“The 2020 AT&T Veterans Media Fellowship has opened so many doors for me. It has impacted my life beyond measure,” said Cathy Torres, a 2020 Veterans Media Fellowship graduate.

“I have met with industry leaders. I have gained mentors. I have a lot of people rooting for me to make it in this industry, and this fellowship brought me one step closer to really achieving my goals.”

Conducting the fellowship virtually was so successful in 2020, we’re taking the program nationwide and doubling the class size to 40 veterans.

Untold Stories

Untold Stories is a multiyear, multitier alliance between AT&T and the Tribeca Film Festival that awards \$1 million dollars, mentorship, and distribution support to underrepresented filmmakers to produce their films.

This unique partnership has already made an impact on inclusivity in film. Following its first two nationally distributed films, “Nigerian Prince” and “Lucky Grandma,” Untold Stories’ next feature, “Marvelous and the Black Hole,” will premiere in 2021.

In 2020, the pandemic hit just a month before the Tribeca Film Festival, forcing them to cancel the event. While it was a heartbreaking cancellation, we are happy that we were able to help the organization pivot to producing Tribeca Drive-Ins.

We screened over 30 iconic movies at Tribeca Drive-Ins held in cities from coast to coast every weekend in July. We offered special screenings for healthcare and frontline workers, and we celebrated the accomplishments of the AT&T Veterans Media Fellowship Class of 2020 by showing a short film about their experience in the program during the previews.

“We thought the drive-ins were a great, safe way to get people out to see films,” says Bill Moseley, Sponsorships & Experiential Marketing Director at AT&T. “It was the first and only in-person experience we were able to offer last year, so we made it as interactive as possible. As people drove up in their cars, they were able to stop and take pictures on the ‘blue carpet.’ It was a good experience and it was very well received by the people who ventured out and wanted to do something outside of the house in a safe environment.”



AFI FEST

The series explored the most pressing topics of today through an equality lens.



In 2020, AT&T returned as a Premium Sponsor of the AFI FEST, continuing our commitment to all filmmakers at last year’s virtual festival, which was held October 15-22. In addition to sponsoring two Special Presentations, “Really Love” and “A Suitable Boy,” AT&T supported the festival’s HOW TO FEST guide on the AFI FEST platform.

HOW TO FEST Powered by AT&T served as a central hub for festival audiences to navigate the film festival and learn more about the 2020 films and filmmakers through highlights, filmmaker clips, and additional content.

In 2020, AT&T also invited AFI FEST filmmakers and industry insiders to a Virtual Equality Lounge – a series of conversations hosted by The Female Quotient. The series explored the most pressing topics of today through an equality lens.



CUSTOMERS



We Hear You. We See You. We Are You.

Last year our commitment to reliability and outstanding service for our customers never wavered. When they needed it most, we kept them safe and connected.

While much of the world felt like it was tearing at the seams, we knew our network, services, and people had to hold strong for our customers. And so, we made sure our customers – from businesses to schools and students to healthcare workers and first responders – had the tools and capabilities they needed to adapt to a year no one saw coming.

For our customers who lost or were furloughed from their jobs, we made sure that the financial strains of the pandemic didn't stop them from being able to connect virtually with loved ones. For qualifying limited-income households, we offered internet access for \$10 a month or less and waived data overages through our Access from AT&T program.

We also did everything we could to keep our customers safe. We made sure all of our customer-facing employees had appropriate PPE and that our retail stores were stocked with hand sanitizer, wipes, and disinfecting spray. We increased cleaning and sanitization at all company-operated stores, and encouraged any employee feeling unwell to stay home from work.

Our customers tell us that equality, justice, diversity, representation, and inclusion are top priorities. We're listening. And last year we continued our commitment to representing our diverse customer base in our advertising. We also didn't hesitate to pause our advertising when the timing wasn't appropriate.

We understood what our customers were going through last year because we were going through it too. We did everything we could to meet our customers where they were in 2020. And we're proud of how we kept them safe, connected, and heard.



“ Last year was a very human moment for our team and for our brand. Marketing was secondary. Recognizing what was going on in society and approaching it with the right attitude was our priority, and I feel strongly that we did that as a team.”

BILL MOSELEY, SPONSORSHIPS & EXPERIENTIAL MARKETING DIRECTOR AT AT&T

Retail Store Murals



All across the United States last summer, citizens took to the streets to make a statement: Black lives matter, justice matters, equality matters. Sometimes, emotions ran high. Watching unarmed Black people killed in our city's streets or in their own homes was painful, and our customers and employees alike felt that weight.

In an attempt to channel those emotions in a healthy, positive, and uplifting way, AT&T retail teams from Seattle to Dallas to New York picked up their paintbrushes and made a statement through art. With the help of local artists, our employees transformed our storefronts into canvases, painting bright, vibrant murals featuring empowering messages of solidarity.



When those expressing support of Black lives passed by our stores, we wanted to let them know that we agreed.



Our employees transformed our storefronts into canvases, painting bright, vibrant murals featuring empowering messages of solidarity.

ESSENCE Virtual Experiences

The 2020 events included more than 500,000 virtual attendees and 45+ million views.

AT&T Dream in Black presented keynote presentations, roundtables, panels, and entertainment during the festival.

AT&T sponsored the Essential Hero Awards, providing and sharing exclusive offers for essential workers.

AT&T CDO Corey Anthony led a mental health discussion during the awards.

AT&T has been a long-time proud sponsor of the ESSENCE Festival, which for 26 years was hosted by the city of New Orleans. In 2020, the festival moved online for the “ESSENCE Festival of Culture: The Virtual Edition,” which took place over two weekends on the ESSENCE Studios streaming platform. All proceeds from the festival went to benefit the City of New Orleans, whose tourism industry was hit hard by event cancellations during the pandemic.

During the virtual festival, AT&T and WarnerMedia provided attendees with memorable conversations featuring iconic talent from powerhouses like HBO, CNN, and Turner Sports. As part of the evening concert series, virtual attendees were treated to performances by Andra Day, Bell Biv Devoe, Bruno Mars, Common, John Legend, Usher, and others.

AT&T also sponsored the 2020 ESSENCE Essential Heroes Awards, which honored frontline workers who heroically and tirelessly served their communities during the COVID-19 pandemic. AT&T CDO Corey Anthony led a discussion on mental health. ESSENCE followers around the country used the hashtag #MyEssentialHeroes to nominate inspirational frontline workers from their communities, and ESSENCE celebrated the nominees in a special ceremony streamed during the festival.



ESSENCE
**ESSENTIAL
HEROES**
**MENTAL HEALTH
CATEGORY**

Presented by  AT&T | 

REVOLT Summit x AT&T

In 2020, the second annual REVOLT Summit continued with its mission to encourage tomorrow’s Black and Brown movers and shakers. Held October 23-25, last year’s free, virtual event included activations like the “Be Heard” music competition, insightful masterclasses, informative panels with today’s hottest talents, interactive workshops, the return of AT&T Office Hours mentoring, inspiring performances, and much more.

“The goal of the REVOLT Summit is to empower and inspire the next generation of leaders,” said REVOLT Chairman Sean Combs. “[In 2019], we had huge success in Atlanta and Los Angeles, and [in 2020] we [opened] up the REVOLT Summit to the world. This is a pivotal moment in history and we are bringing together the best minds in entertainment, political activism, and business to share their experiences and educate and motivate our community.”

Leading up to the 2020 REVOLT Summit, AT&T premiered a digital content series called “ROAD TO SUMMIT – THE WORLD IS YOURS,” co-produced by Teyana “Spike Tey” Taylor & the

Aunties. The summit itself was hosted by recording artists Saweetie and Danileigh and featured panels like “Navigating 2020” (hosted by Jemele Hill), “Using Creativity to Shatter Tradition” (masterclass with Busta Rhymes and T.I.), and “The Verzus Effect” (moderated by Heather Lowery with panelists Swizz Beatz, Timbaland, Fadia Kader, Larry Jackson, and Ingrid Best).

“ This is a pivotal moment in history and we are bringing together the best minds in entertainment, political activism, and business to share their experiences and educate and motivate our community.”

**SEAN COMBS
REVOLT CHAIRMAN AND RECORDING ARTIST**

SOCIAL MEDIA FOR THE SUMMIT	1.4 BILLION IMPRESSIONS
	2.3 MILLION VIEWS
	1.2 MILLION ENGAGEMENTS
	18,000 APP DOWNLOADS
	71 MINUTES DWELL TIME
“LEVEL UP” JOB FAIR	510 OFFICE HOURS
	560 RESUMES RECEIVED
	200 JOB FAIR INTERVIEWS
“BE HEARD” PITCH COMPETITION	100 BUSINESS PITCH ENTRIES
	100 BE HEARD ENTRIES



SeeHer



#SEEHER

We believe that what we see has an enormous influence on what we will be. That's why we joined the SeeHer movement back in 2016, committing to improving female representation in our advertising by increasing our Gender Equality Measure, or GEM score, by 20% by 2020. We ended up making our 20% improvement by the end of 2018, and by the end of last year, we'd doubled that, having improved our ads by 42%. In fact, by the end of last year, almost 90% of our ads were above GEM norms, making us leaders in this movement.

Through this movement AT&T is proud to showcase our company's 140+-year history of pioneering women in the workplace and our current efforts to improve the representation of women and girls in content, inspiring them to achieve their own greatness.

Expanding on that, in 2020 we also refined, relaunched, and shared our Inclusion Playbook with more members of the SeeHer community. The playbook was designed to ensure that we have

balanced representation of men and women both in front of and behind the camera. In 2020 we also doubled down on SeeHer In Sports, a task force co-chaired by our Vice President of Media Services and Sponsorships, Mark Wright, that seeks to improve female representation in sports.



AT&T is proud to showcase our company's **140+**-year history of pioneering women in the workplace.

I'm a firm believer that if you can see her, **you can be her.** We are making impactful change for women now and women in the future.

SHIZ SUZUKI

ASSOCIATE VICE PRESIDENT,
SPONSORSHIPS & EXPERIENTIAL
MARKETING, AT&T



She's Connected by AT&T

In 2020, AT&T deepened its commitment to women in sports and women in business with the launch of “She’s Connected by AT&T,” a program and documentary-style video campaign.

Women athletes are multi-hyphenate – often out of necessity given the disparity in visibility, access, and opportunities for professional women athletes as compared to male counterparts. There is no “offseason” for a professional athlete who is also a mother, business owner, entrepreneur, philanthropist, and activist. By providing the tangible support of small business resources and mentorship, AT&T is taking action to address the inequality many women athletes face by supporting them as players and as working professionals.

Through “She’s Connected by AT&T,” we’re working with world-class athletes

Chiney Ogwumike (WNBA, LA Sparks, ESPN personality), Alex Morgan (Co-captain U.S. Women’s National Soccer Team, author, and founder of a media company), Sue Bird (4-time WNBA Champion with Seattle Storm, 4-time Olympic gold medalist, and activist), and Maria Fassi (LPGA, AT&T Athlete, and aspiring philanthropist) to not only bring awareness to their stories, but to power their dreams, businesses, and endeavors with our products and services.

“I’m a firm believer that if you can see her, you can be her,” says Shiz Suzuki, Associate Vice President, Sponsorships & Experiential Marketing, AT&T. “With the ‘She’s Connected by AT&T’ content series and program, we are making impactful change for women now and women in the future to follow and achieve their dreams on any field, court, course, front office, or boardroom.”

Unlocking Women's Gaming Potential



[Learn more at AT&T Unlocked Games](#)

At the beginning of the pandemic last spring, our sponsorship and marketing teams were faced with an enormous challenge. Normally, around 50% of their work involves in-person experiential events. Facing the reality that all of those events were canceled, the team paused and took time to reassess. Instead of reacting impulsively, they researched and listened.

That approach allowed us to pivot thoughtfully and meaningfully, and led to some exciting new programs, like AT&T Unlocked Games.

One thing we learned during that period of research was that nearly 50% of gamers are women, but less than 25% of game developers are led by women or have women at the table. We also learned that large, in-person esports and gaming events were pivoting to virtual events that still needed corporate sponsors.

AT&T Unlocked Games is the first live gaming showcase and contest devoted entirely to women game developers and women-led teams. As part of AT&T's commitment to elevate the visibility of women within the gaming community,

we handed six finalists the keys to showcase their games, meet influential industry experts, and compete for incredible prizes.

By pausing to listen and do our research, we discovered untapped markets and a new way to make a difference in the lives of creative women in gaming. The inaugural event was a huge success, showcasing innovative gaming genres we'd never seen before, and giving us the opportunity to enrich the lives of gamers and game creators alike.

By pausing to listen and do our research, we discovered untapped markets and a new way to make a difference in the lives of creative women in gaming.

A Ti Y A Ti

In 2019, AT&T launched its first-ever enterprise-wide Hispanic platform to highlight the company's commitment to the Hispanic community. The effort came to fruition as "A Ti Y A Ti," meaning AT&T genuinely values and recognizes you and you.

In 2020, we recognized that we needed to continue listening, understanding, and taking action to support our commitment to the Hispanic community, especially during a year in which that community was so greatly and disproportionately impacted by the COVID-19 pandemic. AT&T has proudly served the Hispanic community with in-language communication and entertainment services, and by volunteering our time and resources to community education initiatives. We're not stopping now. We're continuing to offer "apoyo incondicional A Ti Y A Ti." AT&T. Support for you and you. #ATYATI

During Hispanic Heritage Month last year, AT&T focused on bringing attention to the lived experiences of the Hispanic community in the United States and amplifying a message of unity.

Focused on keeping the community connected, "A Ti Y A Ti" offered an emotional and impactful message grounded in the knowledge that the Hispanic community is vital to our country's ability to grow and succeed.



Providing for customers at our AT&T stores

SUPPORT FOR THE HISPANIC COMMUNITY IN 2020



PROVIDED **4,000+**
FAMILIES WITH FOOD THROUGH DONATION EVENTS AT AT&T STORES

CONNECTED **300+**
FAMILIES WITH NEW DEVICES (THROUGH PIQE DEVICE DONATION)

GAVE **500+**
FAMILIES PRIZES FROM OUR AT&T STORES

DONATED **\$100,000**
TO THE PARENT INSTITUTE FOR QUALITY EDUCATION (PIQE)

SOCIAL MEDIA

DURING HISPANIC HERITAGE MONTH **125 Million+**
IMPRESSIONS ACROSS SOCIAL MEDIA AND OTHER PLATFORMS

IN 2020, OUR SOCIAL MEDIA PRESENCE GARNERED **98.1%**
POSITIVE NET SENTIMENT OVERALL FOR #ATYATI

HBO Virtual Pride 2020/ The Trevor Project



The COVID-19 pandemic has had heartbreaking effects on LGBTQ+ youth. According to The Trevor Project, the world's largest suicide prevention and crisis intervention organization for LGBTQ+ young people, the volume of LGBTQ+ youth reaching out for crisis services increased drastically in 2020, at times spiking to more than double the previous average. On top of that, Pride celebrations across the country were canceled, leaving LGBTQ+ youth even more disconnected from safe, affirming communities. Many LGBTQ+ young people also dealt with increased anxiety, uncertainty about their economic futures, lack of gender-affirming care, and the stress of being isolated in unaccepting home environments.

Our commitment to Trevor's mission also helped the nonprofit achieve its goal of free, 24/7 crisis counseling via an exclusive Pride corporate match.

To respond, AT&T reaffirmed and extended its longstanding commitment to Trevor's mission during Pride Month. Our partnership with The Trevor Project was once again a cornerstone of our Pride celebration and a mechanism for both consumer and employee engagement.

In addition to promoting brand recognition of AT&T + WarnerMedia among LGBTQ+ audiences, our partnership drove awareness of HBO's first-ever virtual Pride celebration, "Human by Orientation," as a must-watch event.

Our commitment to Trevor's mission also helped the nonprofit achieve its goal of raising funds in June to support 30,000 LGBTQ+ youth in 2020 with free, 24/7 crisis counseling via an exclusive Pride corporate match.

Right now, Trevor's mission to end LGBTQ+ youth suicide is urgent. We are proud to do whatever we can to meet the needs of young people who are struggling during this difficult time.

SUPPLIERS



Our Diversity Is Our Strength

At AT&T, we've long been committed to increasing the diversity of our supplier base because we believe that not only is it the right thing to do, it's also good business. We understand that a diverse supply chain is a strong supply chain, and in 2020 that fact was crystal clear.

At the beginning of the pandemic, when every government and company in the world was hunting down pandemic-related supplies, it was our diverse suppliers who came through for us with what we needed. In general, diverse suppliers tend to be nimble, flexible, and entrepreneurial, all qualities that proved remarkably useful during a crisis of such massive scale.

Just like our diverse suppliers came through for us, we did everything we could to support them. We made sure that financial constraints didn't prevent them from maintaining important certifications, and we asked them what they needed and how we could help.

We also continued the work we've been doing for decades to identify, support, advocate for, and contract diverse-owned businesses. And we shared what we've learned – helping our industry peers connect with diverse suppliers as well and encouraging every business in our supply chain to hire more diverse suppliers themselves.

Employing and supporting diverse businesses is nothing new for AT&T. In 2020 our diverse suppliers showed up for us like never before, proving once again that when we pursue diversity, equity, and inclusion, we're on the right track.

“At the beginning of the pandemic, during the height of the rush to acquire PPE, the suppliers who came through for us weren't just the big, recognizable brand-name companies of the world, but rather diverse suppliers with whom we've nurtured relationships. These diverse suppliers were able to pivot business operations to make and deliver supplies to AT&T.”



RACHEL KUTZ
VICE PRESIDENT OF CONSUMER
SUPPLY CHAIN AND GLOBAL
LOGISTICS AT AT&T

We expect all suppliers in our supply chain to utilize more diverse companies and hire diverse employees.



Supplier Diversity 2020

AT&T's Supplier Diversity has been at the forefront of supporting diverse businesses, providing resources for the ecosystem that assists their development and success. Our program seeks to drive accountability and rewards suppliers who demonstrate strong diversity and inclusion values, enabling AT&T to make a positive impact on the economic growth of diverse communities. We support an inclusive supply chain at AT&T because we know it makes us a stronger company.

In 2020, AT&T exceeded its commitment to spend \$3 billion with U.S. Black-owned suppliers.

"I'm proud that AT&T was able to make a significant impact," says Jalayna Bolden, Director of Supplier Diversity at AT&T. "I'm also proud that we made this commitment to spend \$3 billion with Black business in 2019, prior to the heightened awareness surrounding racial inequities that arose in 2020. In the past, we took steps to understand where we had gaps in our spending, and then we made intentional efforts to fill those gaps. We exceeded our goal by the end of 2020 and we intend to keep our efforts going. I love that AT&T made a significant impact to bridge economic disparities. And the commitment started long ago."

In addition to increasing our spend with Black businesses, in 2020 we sought to meet the needs of our diverse suppliers who were facing economic hardship due to the pandemic. To that end, we gave over \$100,000 to organizations to support certification. The funds were used to help women-owned and minority-owned businesses defray the costs for certification and recertification. The certification process is a necessary step that diverse businesses must take to work with corporations and other businesses seeking diversity in their supplier relationships.

"Our commitment to ensuring that Black-owned businesses and other diverse businesses have the opportunity to work with AT&T is longstanding, sustainable, and unwavering," says Susan A. Johnson, Executive Vice President of Global Connections & Supply Chain at AT&T. "Our commitment to these suppliers will continue beyond 2020; these are not short-term commitments. We will continue to work closely with all suppliers to foster economic growth and innovation within the communities we serve."

**We surpassed a
\$3 billion commitment
to Black businesses.**

AT&T Diversity Spend Metrics

A T&T has been a longstanding leader in supplier diversity by identifying and promoting diverse businesses for contract opportunities. AT&T's corporate goal is 21.5% of our procurement expenditures; of that total, the Minority Business Enterprise (MBE) goal is 15%; Women Business Enterprise (WBE) goal is 5%; and Service-Disabled Veteran Business (SDVB) goal is 1.5%. In 2020, we surpassed our corporate goal with 24.5% spend of total procurement.

JOB CREATION IMPACT

To better understand the economic impact our AT&T purchases have in the communities we serve, in 2020 we began collecting workforce data from our suppliers. We can now report that nearly 50% of our supplier spend contributed directly to supporting over 130,000 jobs held by women and people of color – over 200,000 jobs if we project these results to our entire supplier base.*

**Notes: 1) Results exclude WarnerMedia. 2) Suppliers' self-reported workforce data not validated by AT&T. Subscription and publicly available data used when available. 3) Job counts for women and people of color are not mutually exclusive. 4) Some computations based on different calendar years. 5) Jobs supported are for suppliers' employees only. Does not include the workforce of their subcontractors.*

2020 SUPPLIER DIVERSITY RESULTS

\$13.2 Billion

SPENT IN 2020 WITH CERTIFIED DIVERSE BUSINESSES

DIVERSE SPEND BREAKDOWN:

\$9.2 Billion Minority Business Enterprises (MBE)

\$3.8 Billion Women Business Enterprises (WBE)

\$242 Million Service-Disabled Veteran Business Enterprises (SVBE)

TOTAL CORPORATE SPEND GOAL:



\$200 Billion Over 52 Years

In spend with diverse suppliers with the Supplier Diversity program

Supplier diversity and sustainability spending 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.

WarnerMedia Supplier Diversity

The events of 2020 posed significant challenges for businesses large and small, which we also felt at WarnerMedia. We also recognized the greater impact suffered by businesses owned by women and people of color. As a result, WarnerMedia doubled down on our support of both our current and prospective diverse suppliers.

The WarnerMedia Supplier Diversity team focused on two areas: the ability of suppliers to maintain important certifications and creating an even larger pool of suppliers by recruiting new diverse businesses through virtual industry-wide networking events.

As a company, we're committed to increasing diversity not just on-screen, but behind the scenes as well. Off-screen talent such as post-production, boom operators, craft services, and set designers represent a variety of diverse categories.

To increase our ability to locate and work with these diverse suppliers, we curated and published The Red Book, a first-of-its-kind catalog of diverse businesses working in the field of entertainment production.

The Red Book, an ever-growing and essential resource for content producers seeking to diversify their hires, will be made available to other major U.S. studios, giving these diverse suppliers broader exposure and even greater opportunities to work on some of the world's most notable projects within the industry.

We recognize that identifying and hiring certified diverse suppliers isn't just a WarnerMedia challenge, it's an industry-wide issue. The Red Book is the first of many steps we will take to fundamentally transform diverse supplier inclusion in our industry.

**We created The Red Book,
a first-of-its-kind catalog of
diverse suppliers working in
entertainment production.**

“ *Diversity and inclusion is all-encompassing at WarnerMedia. It's not a one-off. It's not a do-good. It's our culture.*”

**MELANIE GUNN,
MANAGER OF SUPPLIER
DIVERSITY AT WARNERMEDIA**





2020 Supplier Diversity Awards and Recognition



A T&T is proud to be recognized for its Supplier Diversity process and program. These awards represent the commitment of our leadership and hard work of our employees and Supplier Diversity team.

DiversityInc
Top Companies for
Supplier Diversity

**Women's Business Enterprise
National Council (WBENC)**
America's Top Corporation for
Women Business Enterprises

**Association of Supply Chain
Management (ASCM)**
Diversity & Inclusion
Champion Award Presented
to Jalayna Bolden, Director,
AT&T Supplier Diversity

OmniKal
America's Top 50 Corporation
for Multi-Cultural
Business Opportunities

**Greater Women's Business
Council (GWBC)**
Top Corporation for Women
Business Enterprises

**Dallas Fort Worth Minority
Supplier Development
Council (DFWMSDC)**
Buy Those That Buy Us

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

**Minority Business News
USA Magazine**
Best of the Best for
Supplier Diversity

**New Jersey Board of
Public Utilities**
Supplier Diversity Development
Council Change Agent Award

**Western Region Minority Supplier
Development Council (WRMSDC)**
The Warrior Award



AWARDS

2020 Diversity & Inclusion Awards

BLOOMBERG

- Bloomberg Gender-Equality Index

CAREERS & THE DISABLED

- Top 50 Employer

DIVERSITY BEST PRACTICES

- 2020 Diversity Best Practices Inclusion Index

DISABILITY:IN

- 100% Disability Equality Index
AT&T has received 100% on this index for 7 consecutive years.

DIVERSITYINC

- 2020 Hall of Fame Company

2020 DIVERSITYINC TOP 50 SPECIALTY LISTS

- Top Companies for Employee Resource Groups: #1
- Top Companies for Mentoring: #3
- Top Companies for Sponsorships: #4
- Top Companies for Supplier Diversity: #12
- Top Companies for LGBT Employees
- Top Companies for Executive Diversity Councils: #3
- Top Companies for Talent Acquisition – Women of Color: #14
- Top Companies for ESG

EQUAL OPPORTUNITY MAGAZINE

- Top 50 Employer

HISPANIC ASSOCIATION ON CORPORATE RESPONSIBILITY (HACR) CORPORATE INCLUSION INDEX

- 5 Stars for Employment
- 5 Stars for Procurement
- 5 Stars for Philanthropy
- 3 Stars for Governance
AT&T has been recognized on this index for 10 consecutive years.

HUMAN RIGHTS CAMPAIGN

- 100% Corporate Equality Index
AT&T has achieved 100% on this index for 16 consecutive years.

LATINA STYLE MAGAZINE

- 50 Best Companies for Latinas to Work: #5

MILITARY FRIENDLY MAGAZINE

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

MILITARY TIMES

- Best for Vets
AT&T has been recognized on this list for 8 consecutive years.

NATIONAL ORGANIZATION ON DISABILITY (NOD) EMPLOYMENT TRACKER

Leading Disability Employer

STEM WORKFORCE DIVERSITY MAGAZINE

- Top 50 Employers

VETS INDEXES

- 2020 VETS Employers Index

WINDS OF CHANGE/AMERICAN INDIAN SCIENCE AND ENGINEERING SOCIETY

- Top 50 Workplaces for STEM Native Professionals
AT&T has been recognized on this list for 6 consecutive years.

2020 WarnerMedia Awards & Recognition

Our commitment to production diversity was recognized in 2020.

ACE AWARDS

- Winner – Best Edited Documentary (Non-Theatrical), What’s My Name | Muhammad Ali
- Nominated – Best Edited Drama Series for Non-Commercial Television, Euphoria: “Pilot”
- Nominated – Best Edited Drama Series for Non-Commercial Television, Watchmen: “It’s Summer and We’re Running Out of Ice”
- Nominated – Best Edited Documentary (Non-Theatrical), Leaving Neverland

AD COLOR ADVOCATE AWARD

- Honoree, Don Lemon

ADG AWARDS

- Nominated – Half Hour Single-Camera Series, Barry: “ronny/lily”
- Nominated – One-Hour Contemporary Single-Camera Series, Euphoria: “The Trials and Tribulations of Trying to Pee While Depressed,” “And Salt the Earth Behind You”
- Nominated – One-Hour Period or Fantasy Single-Camera Series, Game of Thrones: “The Bells”

AFI AWARDS

- Winner – AFI TV Programs of the Year, VEEP
- Winner – AFI TV Programs of the Year, Watchmen

ASIAN ACADEMY CREATIVE AWARDS

- Winner – Best Actress in a Leading Role (Singapore), Yeo Yann Yann – Invisible Stories: LIAN
- Winner – Best Animated Programme or Series 2D or 3D (Australia & New Zealand), Monster Beach
- Winner – Best Branded Programme or Series (Japan), Eco Solutions Japan
- Winner – Best Children’s Programme One Off/Series (India), Lamput – The Chase
- Winner – Best Cinematography (Japan), Spirit of Tokyo
- Winner – Best Cinematography (Vietnam), Food Lore: He Serves Fish, She Eats Flower
- Winner – Best Comedy Programme (India), The Week That Wasn’t
- Winner – Best Direction – Fiction (Japan), Food Lore: Life in a Box
- Winner – Best Direction – Fiction (Singapore), Invisible Stories

- Winner – Best Documentary Series (Hong Kong, SAR), Inventing Tomorrow: Tech in a Time of Pandemic
- Winner – Best Editing (Japan), Spirit of Tokyo
- Winner – Best Feature Film (Malaysia), The Garden of Evening Mists
- Winner – Best Lifestyle Programme (Hong Kong SAR), Culinary Journeys Sake
- Winner – Best Lifestyle Programme (Japan), Spirit of Tokyo
- Winner – Best News or Current Affairs Presenter/Anchor (India), Anand Narasimhan, The COVID-19 Crisis Turned Opportunity
- Winner – Best News Programme (India), Healthcare in ICU
- Winner – Best News Programme (Philippines), The Final Word with Rico Hizon
- Winner – Best Original Programme by a Streamer/OTT (Taiwan), Workers
- Winner – Best Single Drama/Telemovie/Anthology Episode (Indonesia), Food Lore: Maria’s Secret Recipe

2020 WarnerMedia Awards & Recognition

- Winner – Best Single Drama/Telemovie/Anthology Episode (Philippines), Food Lore: Island of Dreams
- Winner – Best Single News Story/Report (China), Healthy Wuhan residents say they were forced into mass coronavirus quarantine, risking infection
- Winner – Best Single News Story/Report (Hong Kong SAR), Xinjiang Leaked Report
- Winner – Best Single News Story/Report (Japan), U.S. couple in limbo as wife is quarantined in Japan

ASSOCIATION OF LGBTQ JOURNALISTS

- Winner – Excellence in Travel Writing Award, Allison Hope for “Traveling as a trans person: It’s complicated”

ATLANTA MAGAZINE ATL 500 LIST

- Atlanta 500 List, Tara August

BAFTA FILM AWARDS

- Winner – Original Score, Hildur Guðnadóttir, Joker

BET AWARDS

- Winner – Best Actress, Issa Rae
- Winner – Best Actor, Michael B. Jordan
- Nominated – Best Movie, Just Mercy

CABLEFAX

The Diversity List:

- Johnita Due
- Cynthia Hudson
- Tina Shah
- Yang Adija
- Christy Haubegger
- Pascal Desroches
- Priya Dogra

D+I Champion of the Year

- Andrea Bibbs

D+I Trailblazers

- Emily Atkinson

D+I Thrivers Under 30

- Aimee Sanders

D+I Influentials

- Emily Atkinson

Most Powerful Women

- Johnita Due
- Tina Shah
- Tara August
- Christy Haubegger
- Ann Sarnoff
- Johanna Fuentes
- Pam Lifford
- Sandra Dewey
- Sarah Aubrey
- Pia Barlow
- Janet Graham Borba
- Amy Gravitt
- Francesca Orsi
- Laura Vigilante

Rising Tide

- Laura Vigilante

CRITICS CHOICE DOCUMENTARY AWARDS

- Nominated – Best Political Documentary, John Lewis: Good Trouble
- Nominated – Best Director, Dawn Porter, John Lewis: Good Trouble

- Nominated – Best Historical/Biographical Documentary, John Lewis: Good Trouble

CRITICS CHOICE REAL TV AWARDS

- Winner – Live Show, Chasing the Cure
- Nominated – Unstructured Series, We’re Here
- Nominated – Sports Show, Real Sports with Bryant Gumbel
- Nominated – Crime/Justice Series, Atlanta’s Missing and Murdered: The Lost Children
- Nominated – Limited Documentary Series, Atlanta’s Missing and Murdered: The Lost Children
- Nominated – Interactive Show, Chasing the Cure
- Nominated – Outstanding Achievement in Nonfiction Programming by a Network or Streaming Platform (Peer-voted), HBO

CRITICS CHOICE TV AWARDS

- Nominated – Best Talk Show, Full Frontal with Samantha Bee

2020 WarnerMedia Awards & Recognition

CYNOPSIS

Top Women In Media

- Tina Shah
- Morgan Dewan
- Jennifer Dill

Digital It List

- Moni Shah
- Melissa Hall
- Julian Patterson

DIGIDAY FUTURE LEADERS AWARD

Future Leaders Award

- Bryan Graham

EMMYS

- Winner – Outstanding Lead Actress in a Drama Series, Zendaya, Euphoria
- Winner – Outstanding Limited Series, Watchmen
- Winner – Outstanding Supporting Actor in a Limited Series or Movie, Yahya Abdul-Mateen II, Watchmen

- Winner – Outstanding Writing for a Limited Series, Movie or Dramatic Special, Watchmen, “This Extraordinary Being”
- Winner – Outstanding Lead Actress in a Limited Series or Movie, Regina King, Watchmen
- Winner – Outstanding Casting for a Limited Series Movie or Special, Watchmen, Victoria Thomas, Casting by Meagan Lewis
- Winner – Outstanding Contemporary Makeup (Non-Prosthetic), Euphoria, “And Salt the Earth Behind You”
- Winner – Outstanding Single-Camera Picture Editing for a Comedy Series, Insecure, “Lowkey Trying”
- Winner – Outstanding Sound Editing for a Limited Series, Movie or Special, Watchmen, “This Extraordinary Being”
- Winner – Outstanding Original Music and Lyrics, Euphoria, “And Salt the Earth Behind You,” Song: All for Us
- Winner – Outstanding Music Composition for a Limited Series, Movie or Special (Original Dramatic Score), Watchmen, “It’s Summer and We’re Running Out of Ice”
- Winner – Outstanding Cinematography for a Limited Series or Movie, Watchmen, “This Extraordinary Being”
- Winner – Outstanding Fantasy/Sci-fi Costumes, Watchmen, “It’s Summer and We’re Running Out of Ice”
- Winner – Outstanding Single-Camera Picture Editing for a Limited Series or Movie, Watchmen, “A God Walks into a Bar”
- Winner – Outstanding Sound Mixing for a Limited Series or Movie, Watchmen, “This Extraordinary Being”
- Winner – Outstanding Children’s Program (TIED), We Are the Dream: The Kids of the Oakland MLK Oratorical Fest
- Nominated – Outstanding Science and Technology Documentary, CNN Original Series: Chasing Life with Dr. Sanjay Gupta
- Nominated – Outstanding Investigative Report in a Newscast, CNN International Desk/ Amanpour: Fear and Oppression in Xinjiang
- Nominated – Outstanding Breaking News Coverage, Hong Kong Protesters Storm LegCo
- Nominated – Outstanding Breaking News Coverage, Sri Lanka Easter Bombings
- Nominated – Outstanding Live Interview, AC360: Anderson Cooper Interviews Facebook’s Monika Bickert
- Nominated – Outstanding Live Interview, Amanpour: U.S. Secretary of Defense Mark Esper Interviewed by Christiane Amanpour
- Nominated – Outstanding Live Interview, Amanpour: Christiane Amanpour Interviews Adel al-Jubeir, Saudi Arabian Minister of State for Foreign Affairs
- Nominated – Outstanding Coverage of a Breaking News Story in Spanish, CNN en Español: Barcelona Riots
- Nominated – Outstanding Feature Story in Spanish, No Olvidado: Death and Dignity on the U.S. Border
- Nominated – Outstanding Interview in Spanish, Camilo: Ophelia Pastrana – CNN en Español
- Nominated – Outstanding Interview in Spanish, En diálogo con Longobardi: Jesse y Joy – CNN en Español
- Nominated – Outstanding Writing, AC360: Anderson Cooper Pays Tribute to His Mom, Gloria Vanderbilt
- Nominated – Outstanding Direction: News, Hong Kong Protests
- Nominated – Outstanding Continuing Coverage of a News Story in a Newscast, VICE News Tonight: Hong Kong Revolts

2020 WarnerMedia Awards & Recognition

- Nominated – Outstanding Continuing Coverage of a News Story in a Newscast, VICE News Tonight: Cross-Border Crackdown
- Nominated – Outstanding Continuing Coverage of a News Story in a Newscast, VICE News Tonight: Enduring Maduro: Life in Venezuela
- Nominated – Outstanding Investigative Report in a Newscast, VICE News Tonight: They Come for Us at Night: China’s Vanishing Muslims

FAST COMPANY

- Most Innovative Company North America, WarnerMedia
- Most Innovative Media Company, WarnerMedia

FOLIO

- Top Women 2020 – Corporate Champions, Stefanie Rapp
- Top Women 2020 – Up and Comers, Katie Thorpe
- Eddie and Ozzie Awards – Overall Digital Excellence (Consumer), Bleacher Report Social Media

- Eddie and Ozzie Awards – Range of Work by a Single Author (Consumer), Mirin Fader, B/R Mag

FRONT OFFICE SPORTS RISING 25

- Rising 25, Kenny Beecham

GLAAD MEDIA AWARD

- Winner – Outstanding Spanish-Language TV Journalism – Newsmagazine, Después de Stonewall
- Nominated – Outstanding Spanish-Language TV Journalism – Newsmagazine, Fallece Mujer Transgénero
- Nominated – Outstanding Spanish-Language TV Interview, Tanya Saracho, Una Latina en Hollywood
- Nominated – Outstanding Spanish-Language TV Journalism Segment, Ser Latina y Trans en EE.UU. Implica una Lucha Contra la Discriminación en Varios Frentes
- Nominated – Outstanding TV Journalism Segment, Don Lemon to Kevin Hart: Walking away right now is your choice

MIPAD MOST INFLUENTIAL 100

Most Influential 100

- Johnita Due

MULTICHANNEL NEWS WOMEN 2 WATCH

Women 2 Watch

- Johnita Due

NAACP IMAGE AWARDS

- Winner – Outstanding Directing in a Motion Picture (Television), Rashid Johnson, Native Son
- Winner – Outstanding Writing in a Motion Picture (Television), Native Son
- Winner – Outstanding Ensemble Cast in a Motion Picture, Just Mercy
- Winner – Outstanding Supporting Actor in a Drama Series, Harold Perrineau, Claws
- Winner – Outstanding Motion Picture, Just Mercy
- Winner – Outstanding Actor in a Motion Picture, Michael B. Jordan, Just Mercy
- Winner – Outstanding Supporting Actor in a Motion Picture, Jamie Foxx, Just Mercy

- Nominated – Outstanding Breakthrough Performance in a Motion Picture, Rob Morgan, Just Mercy
- Nominated – Outstanding Comedy Series, Ballers
- Nominated – Outstanding Drama Series, Watchmen
- Nominated – Outstanding Actress in a Drama Series, Regina King, Watchmen
- Nominated – Outstanding Actress in a Comedy Series, Tiffany Haddish, The Last O.G.
- Nominated – Outstanding Actor in a Comedy Series, Dwayne Johnson, Ballers
- Nominated – Outstanding Actor in a Comedy Series, Tracy Morgan, The Last O.G.
- Nominated – Outstanding Television Movie, Limited-Series or Dramatic Special, Native Son
- Nominated – Outstanding Television Movie, Limited-Series or Dramatic Special, True Detective
- Nominated – Outstanding Actor in a Television Movie, Limited-Series or Dramatic Special, Mahershala Ali, True Detective
- Nominated – Outstanding Talk Series, The Shop: Uninterrupted
- Nominated – Outstanding Documentary (Film), The Apollo

2020 WarnerMedia Awards & Recognition

- Nominated – Outstanding Documentary (Film), True Justice: Bryan Stevenson’s Fight for Equality
- Nominated – Outstanding Writing in a Comedy Series, Barry
- Nominated – Outstanding Writing in a Dramatic Series, Watchmen
- Nominated – Outstanding Writing in a Motion Picture (Film), Just Mercy

NAHJ PRESIDENT’S AWARD

President’s Award

- Ramon Escobar

NAMIC LUMINARY AWARD

Luminary Award

- Donna Northington

NAMIC VISION AWARDS

- Nominated – Lifestyle, CNN’s Turning Points with Dr. Sanjay Gupta

SAG AWARDS

- Winner – Performance by a Male Actor in a Drama Series, Peter Dinklage, Game of Thrones
- Nominated – Performance by a Male Actor in a Supporting Role, Jamie Foxx, Just Mercy
- Nominated – Performance by an Ensemble in a Comedy Series, Barry
- Nominated – Performance by an Ensemble in a Drama Series, Game of Thrones
- Nominated – Performance by a Male Actor in a Television Movie or Miniseries, Mahershala Ali, True Detective
- Nominated – Action Performance by a Stunt Ensemble in a Comedy or Drama Series, Watchmen

SOCIETY OF PUBLISHERS IN ASIA AWARDS

- Winner – Excellence in Arts & Culture Reporting, Culture in the Xi era
- Nominated – Excellence in Reporting on Women’s Issues, “These North Korean defectors were sold into China as cybersex slaves. Then they escaped.”

SOUTH ASIAN JOURNALISTS ASSOCIATION AWARDS

- Winner – COVID-19 Reporting
- Winner – Arts and Culture Reporting, Vital Signs with Dr. Sanjay Gupta

SPORTS BUSINESS JOURNAL GAME CHANGERS

Game Changers

- Rachel Brill
- Stefanie Rapp

SUNDANCE AWARDS (U.S. DOCUMENTARY COMPETITION)

- Winner – Special Jury Award for Editing, Tyler H. Walk, Welcome to Chechnya

TCA AWARDS

- Winner – Individual Achievement in Drama, Regina King, Watchmen
- Winner – Outstanding Achievement in Sketch/Variety Shows, A Black Lady Sketch Show
- Winner – Outstanding New Program, Watchmen
- Winner – Outstanding Achievement in Movies, Miniseries or Specials, Watchmen
- Winner – Program of the Year, Watchmen
- Nominated – Individual Achievement in Comedy, Issa Rae, Insecure
- Nominated – Outstanding Achievement in Reality, We’re Here
- Nominated – Outstanding Achievement in Sketch/Variety Shows, Full Frontal with Samantha Bee
- Nominated – Outstanding Achievement in Drama, Euphoria
- Nominated – Outstanding Achievement in Comedy, Insecure

TECHNOLOGY LEADERSHIP AWARD

- Terri Gunnell

**Building on the work we've
done. Committed to the
work ahead. We're standing
for equality, **loud and clear.****

