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Date: November 21, 2019
Witness: Paul Goodman

SUPPLEMENTAL TESTIMONY OF
PAUL GOODMAN
TECHNOLOGY EQUITY DIRECTOR

SUBMITTED ON BEHALF OF
THE GREENLINING INSTITUTE

I. INTRODUCTION

The purpose of this testimony is to supplement my January 7, 2019 testimony regarding the telecommunications needs of California's communities of color and the effect of the proposed transaction on those needs, specifically the impact of the DOJ and FCC conditions on the combined company's supplier diversity efforts.¹ As compared to some of the other economic and consumer harms that will result if the Commission grants the proposed transaction, supplier diversity may seem relatively unimportant. However, California and many of the companies that operate here have long recognized that diversity is integral to good business, and that a diverse workforce and diverse procurement investment can help companies venture into new markets and increase shareholder value. Nowhere is this culture more apparent than in the groundbreaking supplier diversity efforts taken on by utility companies under the guiding principles of the California Public Utilities Commission's General Order 156.

The CPUC's model for promoting supplier diversity in the industries it regulates has withstood the test of time and, when the policy is made a priority by the sitting commissioners, it has generated unprecedented results. Unfortunately, the FCC does not see the value in supplier diversity, and declined to impose any conditions related to supplier diversity when it approved the proposed transaction.² Accordingly, it is even more critical that the Commission ensure that diverse suppliers will not be harmed by the proposed transaction.

¹ My qualifications are listed in my January 7, 2019 testimony. In addition to those qualifications, I am a co-author of Greenlining's 2019 Supplier Diversity Report Card, currently scheduled for publication on December 20, 2019.

² Fed. Comm' Comm'n, Memorandum Opinion and Order, Declaratory Ruling, and Order of Proposed Modification, In the Matter of Applications of T-Mobile US, Inc. and Sprint Corporation For Consent to Transfer Control of Licenses and Authorizations and Applications of American H Block Wireless L.L.C., DBSD Corporation, Gamma Acquisition L.L.C., and Manifest Wireless L.L.C. for Extension of Time, WT Docket No. 18-197 (November 5, 2019) (hereafter, FCC Order).

My original testimony stated that to my knowledge, T-Mobile had not entered into any commitments regarding diversity or philanthropy. I have updated that testimony in light of Applicants' agreements with NDC and CETF as well as the DOJ and FCC Commitments. A redlined version of that testimony is included as Attachment A.

II. THE SUPPLIER DIVERSITY REPORTS REFERENCED IN THE AMENDED APPLICATION DO NOT CONTAIN THE MOST RECENT DATA ON SPRINT AND T-MOBILE'S SUPPLIER DIVERSITY PERFORMANCE.

While the Application refers to Sprint and T-Mobile's 2017 annual supplier diversity reports as their "most recent" reports, on March 1, 2019, Sprint and T-Mobile submitted their 2018 supplier diversity reports to the Commission.³ In its report, T-Mobile reported that 21.20 percent of its procurement spending was with diverse suppliers, 15.47% of which was with Minority Business Enterprises,⁴ far below Greenlining's best practice of achieving 30% Minority Business Enterprise spending across all industrial categories.⁵ T-Mobile's current procurement spending is a mere 0.3 percentage points lower than the five-year goal of procurement spending of 21.50% in the NDC MOU.⁶ T-Mobile's commitment to increase its spending 0.3 percentage points over five years is not a meaningful commitment, and based on those numbers, it does not appear that the proposed transaction will provide any merger-specific benefits.

³ A copy of T-Mobile's 2018 Annual Report and 2019 Plan (hereafter "T-Mobile supplier diversity report,") is included as Attachment B.

⁴ T-Mobile supplier diversity report, Attachment A ("2018 WMDVLGBTBE Procurement—Direct and Sub")

⁵ *Id.*

⁶ Joint Applicant Exhibit 8-C, Attachment B at p. 6 (hereafter, "NDC MOU.")

III. THE DOJ AND FCC COMMITMENTS WILL LIKELY RESULT IN THE COMBINED COMPANY'S FAILING TO MEET THE SUPPLIER DIVERSITY GOALS IN THE NDC AGREEMENT.

As part of its supplier diversity advocacy, Greenlining regularly meets with energy, communications, and water companies to learn about industry best practices and challenges that the companies face. One of the most frequent excuses that communications companies generally, and T-Mobile specifically,⁷ offer for their poor performance in diverse spending is that there are virtually no suppliers of handsets and network equipment certified in accordance with General Order 156. Companies that are serious about supplier diversity compensate by increasing their spending with diverse suppliers in other categories. In other words, combined companies find that they can increase their diverse spend on **services** but struggle to increase their diverse spend on **products**.

As a result of the DOJ and FCC commitments, the combined company would be required to engage in a substantial amount of network upgrades and buildout,⁸ requiring the purchase of a substantial amount of networking equipment and handsets. Additionally, as discussed above, it is virtually guaranteed that the combined company will not purchase that equipment from a certified diverse supplier. As a result, T-Mobile will face an uphill battle to increase its diverse spend on products, making it more difficult to maintain or increase its supplier diversity spending. Accordingly, the DOJ and FCC commitments make it less likely that the proposed transaction will result in increased supplier diversity-related public benefits.

IV. THE DOJ AND FCC COMMITMENTS CREATE AN INCENTIVE FOR THE COMBINED COMPANY TO FOCUS ON NATIONAL BROADBAND BUILDOUT AT THE EXPENSE OF SUPPLIER DIVERSITY.

⁷ T-Mobile supplier diversity report at p. 6.

⁸ FCC decision at para. 11-13.

When a company's leadership changes, or shareholders begin to express concerns about the profitability of that company, the company tends to neglect its supplier diversity program, resulting in decreased diverse spending. The DOJ and FCC commitments provide that if the Applicants miss any of their nationwide 5G deployment goals, they will have to pay a fine of as much as \$250 million. Accordingly, if the Commission approves the proposed transaction, the combined company will have a significant financial incentive to meet those goals. The NDC MOU contains no such incentive; nor, for that matter, does the CETF MOU. Accordingly, the combined company if the combined company has to decide whether to meet its national buildout goals or more California-specific goals such as its supplier diversity commitments, it will most likely focus on its national buildout goals and face little to no repercussions for any failure to meet the terms of the NDC MOU.

ATTACHMENT A

REDLINED EXCERPTS FROM JANUARY 7, 2019 PREPARED TESTIMONY OF PAUL
GOODMAN (GREENLINING EXHIBIT 1 PP. 2-3)

- 1 • Providers’ public-facing website(s) should include a message from its CEO regarding
2 the importance of supplier diversity.
- 3 • Providers’ executive leadership should regularly emphasize the importance of
4 supplier diversity to purchasing teams and managers with purchasing authority.
- 5 • Providers should proactively establish relationships with leaders of multiple diverse
6 organizations as part of their efforts to build the sourcing and hiring pipeline.
- 7 • Providers should coordinate meetings between prime suppliers and their
8 subcontractors to meet and discuss opportunities, and should explore ways to further
9 increase the diversity of the prime’s subcontractors.
- 10 • Providers should work with community stakeholders to track the number and quality
11 of jobs created in communities of color as a result of their supplier diversity efforts.
- 12 • Providers should utilize ethnic press as part of their promotional media buy.

13 T-Mobile has made some promising commitments regarding supplier diversity.⁹ However, none
14 of these commitments are specific enough to determine whether T-Mobile’s supplier diversity
15 practices will be consistent with the best practices described above. ~~To my knowledge, T-~~
16 ~~Mobile has made no such commitments.~~

17 **V. ANY CHANGES TO THE TELECOMMUNICATIONS LANDSCAPE**
18 **SHOULD INCREASE PHILANTHROPY TO COMMUNITIES OF**
19 **COLOR.**

20 Charitable giving can play a huge role in helping to create a just, fair and democratic
21 society. Philanthropists who regard communities of color as full partners in addressing our
22 nation’s problems can create win-win partnerships that advance the causes of equity, opportunity
23 and justice. Sadly, the nonprofit sector rooted in communities of color is often overlooked. For
24 example, people of color have been the majority in California for over a decade, but foundation
25 grants to minority-led nonprofits have consistently lagged far behind their percentage of the
26 population.¹⁰ To promote economic equity for communities of color and serve the public

⁹ Joint Application of Sprint Spectrum, L.P. (U-3062-C), and Virgin Mobile USA, L.P. (U-4327-C), and T-Mobile USA, Inc. a Delaware Corporation, for Review of Wireless Transfer Notification per Commission Decision 95-10-032 p. 26 (July 7, 2018) (Joint Application).

¹⁰ See D5 Coalition, State of the Work: Stories from the Movement to Advance Diversity, Equity, and Inclusion (2015), available at <http://www.d5coalition.org/wp-content/uploads/2016/04/D5-SOTW-2016-Final-web-pages.pdf> (last accessed January 7, 2019).

1 interest, all providers should collect and share (1) information regarding their philanthropic
2 contributions (including the identity of the recipient, amount, percentage of pre-tax California
3 *revenue*, and hours of volunteer work) and (2) information regarding its philanthropic *activities*
4 (including volunteer efforts). Providers should continually seek out opportunities that benefit the
5 community and customers and focus on providing quality products and services that reflect
6 equity for communities of color. Finally, providers' executive leadership should regularly
7 emphasize the importance of diversity in philanthropy and community engagement to its
8 managers.

9 T-Mobile's efforts to reach out to, and serve, communities of color is admirable, and T-
10 Mobile's statements that it would continue to do so post-merger are admirable. However, T-
11 Mobile's assertions lack sufficient detail to determine whether New T-Mobile would follow the
12 best practices described above. ~~To my knowledge, T-Mobile has not made any specific~~
13 ~~commitments regarding the best practices described above.~~

14 VI. JOBS

15 The telecommunications industry presents enormous employment opportunities for
16 communities of color, with the potential of creating high-paying, high skill jobs. Unfortunately,
17 providers' workforces often fail to reflect the diversity of the communities where those
18 workforces are located, especially at the supervisory and management levels of the company.
19 Additionally, workers from communities of color are often the "first fired" when employers cut
20 jobs, and "last hired" when employers add jobs.¹¹ Just as providers must strategically plan for

¹¹ California Labor Market Review 2 (November 2018), *available at* <https://www.labormarketinfo.edd.ca.gov/Publications/Labor-Market-Analysis/calmr.pdf> (last accessed Jan. 7, 2019).

ATTACHMENT B

T-MOBILE 2018 SUPPLIER DIVERSITY REPORT

**Create
value
through
Diversity**



2018 Annual Report and 2019 Plan

Women, Minority, Disabled Veteran and Lesbian, Gay,
Bisexual and Transgender Business Enterprises
(WMDVLGBTBE) Procurement

General Order 156

March 1, 2019

T-Mobile®

metro®
by T-Mobile®

T-Mobile West LLC dba T-Mobile (U-3056-C) and MetroPCS California, LLC dba Metro by T-Mobile (U-3079-C)



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T-Mobile's and Metro by T-Mobile's 2018 Annual Report and 2019 Plan Submitted Per General Order 156

Introduction

T-Mobile West LLC, dba T-Mobile and MetroPCS California, LLC, dba Metro by T-Mobile¹ (referred to collectively for purposes of this report as “T-Mobile”) have prepared the following 2018 Annual Report and 2019 Plan (the “Report”) to support the California Public Utilities Commission’s and the Legislature’s goals regarding the procurement of Women, Minority, Disabled Veteran, and Lesbian, Gay, Bisexual and Transgender-owned Business Enterprises (“WMDVLGBTBEs”, hereinafter referred to as “Diverse Business Enterprises”).

T-Mobile has made – and continues to make - significant strides with diverse procurement. Since 2011, when it first began to formally track this information, T-Mobile’s diverse spend in California with certified suppliers has increased more than ten-fold, from \$69.6 million to \$740.7 million.² In the last year alone, our diversity procurement increased by over \$84 million. We are extremely proud to report that in 2018 we exceeded the Commission’s goals for Minority Business Enterprise and Women Business Enterprise procurement and increased our overall diversity procurement to 21.2%.³ We remain devoted to the concept of creating value through diversity, and are working to continue that momentum as we build our Supplier Diversity Program for 2019 and beyond.

2018 Annual Report

The following Annual Report summarizes T-Mobile’s Diverse Business Enterprise-related activities for the period from January 1 through December 31, 2018. T-Mobile notes that while this Report is focused on its supplier diversity efforts in particular, we feel our growth in that area begins with our company’s culture and internal commitment to diversity and inclusion.

¹ On September 24th, 2018 T-Mobile USA, Inc., the parent company of MetroPCS, announced a global change to its branded name from “MetroPCS” to “Metro by T-Mobile” to take effect in October 2018.

² The 2011 minority spend total noted above does not include MetroPCS data, if any, for that year. Prior to the merger of their parent companies in 2013, T-Mobile West LLC and MetroPCS California LLC submitted separate GO 156 Reports to the Commission and we currently do not have access to MetroPCS’ reported WMDVBE procurement for 2011. However, in light of MetroPCS’ reported WMDVBE procurement for 2013 (i.e., approximately \$2.247 million), we do not anticipate that the increase in spend noted above would be materially affected by the 2011 MetroPCS procurement even if that data was available.

³ The procurement data includes procurement from Lesbian, Gay, Bisexual and Transgender-owned Business Enterprises although the Commission has not yet set numerical goals for these particular business enterprises.

T-Mobile is proud to have a diverse employee base that helps us break down barriers and rewrite the rules in the wireless industry as we draw from their experience, creativity and ideas to help support our success. The diversity of our workforce has remained consistently strong with approximately 62% of T-Mobile's workforce identifying as ethnically diverse, and approximately 42% are women. It is our belief that our internal focus on diversity and inclusion helps us serve our customers, the majority of which are from diverse communities. Our corporate culture is a big part of why we continually look for ways to further grow our programs and efforts that support diverse procurement at T-Mobile.

Program Activities (9.1.1)

T-Mobile's Supplier Diversity Program continued to progress in 2018. The following is a summary of our Diverse Business Enterprise activities in 2018:

Identifying Opportunities

In 2018, T-Mobile's Supplier Diversity Program continued to examine and work to increase its Diverse Business Enterprise procurement. As part of that effort, T-Mobile continued utilize our Diverse and Small Business Supplier Clearinghouse, described below, to better track and identify potential spend. Further, we increased our attendance and engagement at numerous events and conferences throughout the country, including those in California, to increase visibility of our Supplier Diversity Program and to connect directly with diverse suppliers.

Business Unit Program

In 2018, T-Mobile built on its programmatic approach to supplier diversity and introduced quantitative metrics which we believe contributed to the improvement of our Supplier Diversity Program. Throughout the year, our Director of Supplier Diversity worked directly with Procurement Sourcing Managers to identify diverse suppliers that could meet open sourcing needs. Additionally, our Senior Vice President of Procurement explicitly, and on numerous occasions, emphasized the importance of supplier diversity to the entire Procurement organization. Further recognizing the importance of Supplier Diversity at T-Mobile, the Senior Manager, Supplier Diversity role was elevated to a Director-level position.

T-Mobile Diverse and Small Business Clearinghouse

In 2018, we continued to enhance the functionality of our T-Mobile Diverse and Small Business Supplier Clearinghouse to better suit our Program needs. One example is that we aligned our Clearinghouse data with the T-Mobile accounting system, allowing for more granular tracking and transparency of various aspects of diverse suppliers, which in turn provided additional tools for Procurement Sourcing Managers. We also rapidly resolved the Tier II data issue once it was identified and the Clearinghouse is now able to separately identify Tier II spend between CPUC-certified and non CPUC-certified diverse suppliers.

In addition to enhancing our Clearinghouse, we also updated the Supplier Diversity page on our website to include a new training video that provides step-by-step instructions to potential suppliers on how to register on the T-Mobile Diverse and Small Supplier Clearinghouse. The video also highlights the CPUC-certification process and requests that suppliers obtain CPUC-certification to the extent they are a qualified diverse supplier.

Legal Diversity Task Force

T-Mobile's Legal Diversity Task Force was created several years ago to increase diversity within our own Legal Department as well as in the major law firms with whom the company works. In 2018, the Task Force expanded with the addition of two attorneys, including one located in Northern California.

In 2018, the T-Mobile Legal Department once again conducted its annual diversity survey that is in part designed to impart the importance of providing diverse counsel on the Legal Department's engagements. The Task Force reviewed the company's outside law firms for recognition based on their contributions to diversity and inclusion. The law firm deemed to have the best diversity and inclusion program was awarded the T-Mobile Legal Department Diversity Excellence Award.

T-Mobile's Legal Department also sponsored and attended the National Association of Minority & Women Owned Law Firms' (NAMWOLF) 2018 Annual Meeting, Convention and Gala. Throughout the year it partnered with NAMWOLF to identify and retain additional diverse legal counsel on T-Mobile matters. In addition, T-Mobile supported local minority bar efforts through targeted sponsorship of the Hispanic National Bar Association's Annual Meeting, the Asian Bar Association of Washington's Annual Gala, and the Filipino Lawyers of Washington's Gala, among others.

The T-Mobile Legal Department continues to focus on developing diverse talent internally. In 2018, as a member of the Leadership Council on Legal Diversity (LCLD), T-Mobile participated in two career development and leadership programs offered by LCLD. The programs are designed to advance diverse legal talent into leadership roles. LCLD is an organization of more than 275 corporate chief legal officers and law firm managing partners who are working to create a more diverse U.S. legal profession.

Partnerships, Conferences and Sponsorships

T-Mobile sponsored numerous supplier diversity events and was a corporate sponsor of the national conferences of the following organizations: National Minority Supplier Development Council, Women's Business Enterprise National Council, National Veteran Business Development Council, and National Gay & Lesbian Chamber of Commerce. In addition, our Director of Supplier Diversity spoke at several events across the country, where he sought to connect with potential suppliers and elevate corporate Supplier Diversity programs.

Here is a list and summary of T-Mobile's 2018 key engagements with organizations focused on supplier diversity:

California Public Utilities Commission Joint Utilities Committee

As a member of the Joint Utilities Committee, T-Mobile actively participated in the Committee's quarterly meetings to share best practices and discuss matters related to GO 156.

California Public Utilities Commission Small and Diverse Business Expos

T-Mobile participated in the 2018 CPUC Small and Diverse Business Expos in Long Beach and San Ramon, including staffing an exhibit booth at both events and sponsoring the Long Beach Expo.

FCC Supplier Diversity Workshop

T-Mobile participated on a panel at the FCC's Supplier Diversity Workshop hosted by the Digital Empowerment working group.

Leadership Council on Legal Diversity ("LCDC")

T-Mobile was a member and participated in the organization's career development and leadership programs.

National Association of Minority & Women Owned Law Firms ("NAMWOLF")

T-Mobile was a corporate sponsor of the Gala Awards Dinner at the organization's Annual Meeting.

National Diversity Coalition's Voice for the Voiceless ("NDC")

T-Mobile was a Bronze Level corporate sponsor of the Los Angeles event that celebrated the organization's 15th year of community empowerment and leadership

National Veteran Business Development Council ("NVBDC")

T-Mobile was a corporate sponsor and member. The sponsorship enables T-Mobile to reach hundreds of veteran-certified businesses through one relationship and is part of our effort to increase procurement with disabled veteran-owned business.

National Gay & Lesbian Chamber of Commerce ("NGLCC")

T-Mobile was a corporate sponsor of NGLCC's 2018 International Business and Leadership Conference where we had an exhibit booth. T-Mobile is a corporate sponsor and member.

National Minority Supplier Development Council ("NMSDC")

T-Mobile was a corporate sponsor of the Conference and Business Opportunity Exchange, where we staffed an exhibit booth. T-Mobile is a corporate sponsor and member.

Northwest Mountain Minority Supplier Development Council ("NWMTNMSDC")

T-Mobile continued its long-standing relationship with this regional council that generally focuses on Pacific Northwest activity near our headquarters in Bellevue, WA. This relationship provides us with, among other things, the opportunity to connect with companies that we can encourage to pursue CPUC certification. In addition to being a part of the Council's Board of Directors, T-Mobile also sponsored the Council's Business Conference & Opportunity Fairs and the 40th Year Celebration Dinner.

Women's Business Enterprise National Council ("WBENC")

T-Mobile staffed an exhibit booth and was a corporate sponsor for the National Conference & Business Fair. T-Mobile is a corporate sponsor and member.

Greater Seattle Business Association (“GSBA”)

T-Mobile was a corporate sponsor and member of the GSBA, the world’s largest LGBT and allied chamber of commerce. The GSBA represents over 1,300 small businesses, as well as corporate and nonprofit members, who share the values of promoting equality and diversity and provides us with the opportunity to identify businesses that could also be eligible for CPUC certification.

U.S. Black Chamber of Commerce (“USBC”)

T-Mobile participated on a panel at the Chamber’s Annual Policy Breakfast in Washington, DC to create awareness of T-Mobile’s Supplier Diversity Program with the goal of reaching potential partners, including California businesses.

U.S. Hispanic Chamber of Commerce (“USHCC”)

T-Mobile was a corporate sponsor and member.

U.S. Pacific Islander Asian American Chamber of Commerce (“USPAACC”)

T-Mobile was a corporate sponsor and member.

Minority Media in Telecommunications (“MMTC”)

T-Mobile was a corporate sponsor and member.

Technology Industry Group (“TIG”)

T-Mobile was a major corporate sponsor and member.

Veterans Business Roundtable (“VBRT”)

T-Mobile was a major corporate sponsor and member.

Summary of WMDVLGBTBE Purchases/Contracts⁴ (9.1.2)

T-Mobile summaries are included in the following attachments:

- Attachment 1 – *2018 Total WMDVLGBTBE Procurement -- Direct and Sub⁵*
- Attachment 2 – *2018 WMDVLGBTBE Procurement by Product and Services Categories -- Direct*
- Attachment 3 – *2018WMDVLGBTBE Procurement by Product and Services Categories – Sub*
- Attachment 4.D – *2018WMDVLGBTBE Detail by SIC - Direct*

⁴ T-Mobile notes that it does not have information readily available from which it can identify the number of Diverse Business Enterprises who have the majority of their workforce working in California.

⁵ T-Mobile acknowledges that DVBE procurement continues to be a challenge and it is exploring possible avenues to further address those challenges. However, our level of spend and its impact in the State of California would be more accurately reflected if the Clearinghouse’s certification criteria allowed for DVBE suppliers that are not California residents, but provide services in California (consistent with the certification of other diverse businesses), rather than only certifying DVBEs per the narrower requirements of the Department of General Services.

- Attachment 4.S – 2018 WMDVLGBTBE Detail by SIC - Sub
- Attachment 5 – 2018 WMDVLGBTBE Procurement Summary

Itemization of WMDVLGBTBE Program Expenses (9.1.3)

T-Mobile WMDVLGBTBE Program Expenses	
January 1, 2018 – December 31, 2018	
Expense Category	2018 Expenses
Wages	\$160,000
Other Employee Expenses	\$29,100
Program Expenses	\$437,650
Reporting Expenses	\$355,000
Training & Conferences	\$273,080
Consultants	\$0
Other	\$0
Total	\$1,254,830

Progress in Meeting or Exceeding Set Goals and Explanation of Circumstances (9.1.4)

T-Mobile’s efforts to enhance its diversity procurement practices over the past several years have been met with notable success. As noted above, we are pleased to report that in the last year, we exceeded the Commission’s goals for Minority Business Enterprise and Women Business Enterprise procurement and increased our overall diversity procurement (including LGBTBEs) to 21.2%. In addition, we increased the amount of our Diverse Business Enterprise spend by over \$84 million.

While we are proud of our continuing progress, we also recognize there continues to be challenges with the reporting guidelines under GO 156.

For example, T-Mobile continues to believe that purchases of handsets and network equipment continue to distort procurement rates. As noted in previous Reports, T-Mobile is not aware of any handset manufacturers or network Original Equipment Manufacturers (OEMs) that qualify as Diverse Business Enterprises. T-Mobile looks forward to further conversations regarding the possible exclusion of handset and network OEM spend from net procurement.

Summary of Prime Contractor Utilization of WMDVLGBTBE Subcontractors (9.1.5)

In 2018, T-Mobile continued to proactively encourage prime contractors to adopt plans or practices that are consistent with T-Mobile’s goals. In addition, we encourage prime suppliers to track and report Tier II spend on a quarterly basis.

Required Additional Disclosures (9.1.6 – 9.1.11)

List of WMDVLGBTBE Complaints

T-Mobile is not aware of any WMDVLGBTBE complaints registered in 2018.

Summary of Purchases/Contracts for Products/Services in Excluded Categories

Not applicable.

Description of Efforts Made to Recruit WMDVLGBTBE Suppliers

Efforts are detailed in the preceding sections of the Report: “Partnerships, Conferences and Sponsorships” and “Legal Diversity Task Force”.

Justification for Continued Existence of Any “Excluded Category”

Not applicable.

Summary of WMDVLGBTBE Renewable and Nonrenewable Energy Procurement

T-Mobile does not currently track renewable and non-renewable energy procurement, wireless, broadband, smart grid or rail projects by Diverse Supplier.

File Verifiable Report on WMDVLGBTBE Participation in Fuel Markets

T-Mobile procures fuel for fleet vehicles used for cell site construction and maintenance. Fuel purchases are included in Attachment 1- *2018 Total WMDVLGBTBE Procurement -- Direct and Sub*.

Best Practices for Prompt Payment

In May 2018, the Joint Utilities, including T-Mobile, signed-on to Best Practices for Prompt Payments to increase communication and education about existing payment resources for diverse suppliers. To that end, T-Mobile revised its supplier website to include a description of the invoice payment process, steps on how suppliers can check the status of their invoice, and who they can contact if they have questions. T-Mobile also participated in-person in the Joint Collaboration Forum in Rosemead, CA where a number of community-based organizations and CA utilities met to discuss general issues around timing of payments to diverse suppliers. In 2018, T-Mobile also implemented net 30-day payment terms for diverse suppliers with limited total annual sales in an effort to, among other things, facilitate their cash flow situation and otherwise help them to be more profitable.

2019 Annual Plan

T-Mobile has prepared the following 2019 Annual Plan (“Plan”) that summarizes T-Mobile’s current strategies to achieve its short, medium, and long-term program goals for increasing utilization of Diverse Business Enterprises.

Overview (10.1.2)

Internal Training and Communications

We recognize that internal awareness of supplier diversity is critical to the success of the program. In 2019, we intend to continue to provide our Procurement Sourcing Managers with the training and tools they need, as well as increase communication to the Procurement team throughout the year. We plan to conduct mandatory bi-annual training for Procurement Sourcing Managers to ensure they understand how to use the Diverse and Small Business Clearinghouse to search for diverse suppliers and to reinforce the importance of doing so. In addition, the Supplier Diversity team intends to send monthly and quarterly newsletters to the Procurement team and to other relevant T-Mobile business units to inform the teams about supplier diversity program updates, progress, activities, events, etc. We believe ongoing communication throughout the year will help keep supplier diversity top-of-mind of our Procurement Sourcing Managers and lead to increased consideration and ultimately utilization of diverse suppliers.

External Communications

In addition to increasing our internal communication, we also intend to enhance our external communications to better inform current and potential diverse suppliers about our Supplier Diversity Program. Specifically, we intend to update our external facing website (SupplierDiversity@T-Mobile.com) to include information about our supplier diversity initiatives and program updates.

Supplier Mentorship and Development

In 2019, T-Mobile intends to more formally engage in supplier mentoring and development. One way we plan to do this is by partnering with the University of Washington Foster School of Business Consulting and Business Development Center, which offers a program aimed at small businesses. T-Mobile plans to provide a scholarship for the program to two diverse suppliers to attend in the hopes that it will contribute to the growth and success of their business.

Partnering with T-Mobile’s Diversity & Inclusion Team

In 2019, we intend to continue to find new ways to integrate Supplier Diversity efforts into the company’s overall focus on Diversity and Inclusion at T-Mobile. To do that, we intend to, among other things, further leverage opportunities to partner with the Diversity and Inclusion team to develop strategic initiatives, foster internal accountability, and expand external relationships. One specific example of this is that the Supplier Diversity team intends to assist with the commitment the company made in 2018 to hire 10,000 veterans and military spouses by

2023 by leveraging veteran or service-disabled veteran-owned recruiting firms to help fulfill the commitment.

Business Unit Program

In 2019, T-Mobile plans to further drive accountability of supplier diversity throughout the Procurement organization. One way we intend to drive accountability is with quantitative metrics nationally and to introduce metrics specific to spend with CPUC-certified suppliers. The accountability will continue to extend to the leadership of the Procurement organization. In addition, we intend to more closely track request for proposals and which suppliers were considered for a contract. This will provide visibility into whether a diverse supplier was part of the consideration and selection process and, if they weren't, provide an opportunity for Supplier Diversity team to ask questions. Further, we intend to continue to have our Procurement Sourcing Managers drive our Tier I non-diverse handset and network equipment suppliers to increase and report Tier II spend with diverse suppliers.

Legal Diversity Task Force

In 2019, the Legal Diversity Task Force plans to continue to build on its 2018 efforts by driving progress through strategic initiatives that are designed to further T-Mobile's contribution and impact on promoting and diversifying the legal profession. Some of those planned initiatives include:

- Exploring opportunities to baseline and assess T-Mobile's diversity progress in in the Legal Department
- Developing partnerships with internal T-Mobile teams to leverage diversity opportunities that will improve retention and advancement of diverse team members and facilitate the Diversity Task Force's efforts otherwise (T-Mobile's growing Diversity & Inclusion Team, T-Mobile's Corporate Social Responsibility Team; T-Mobile's affinity networks)
- Partnering with T-Mobile's Human Resources Team to improve the effectiveness of job fulfillment strategies with respect to attracting and identifying diverse candidates.

Supplier Diversity Team

Building on the elevation of the Supplier Diversity role to a Director-level position, in 2019 we intend to hire a full-time Program Manager who will be dedicated to supplier diversity and report to the Director of Supplier Diversity. This new position will support the day-to-day operations of our Supplier Diversity Program and assist with reporting, outreach, and communications. We also plan to continue our competitive Supplier Diversity internship program, which in the past has provided us with valuable perspectives and analysis that we have used to refine our program.

Partnerships, Conferences and Sponsorships

In 2019, we intend to continue to work with the following organizations to strengthen our outreach and engagement with the diverse business community. We also plan to explore new opportunities to engage T-Mobile sourcing professionals, local employees, and members of our Diversity and Inclusion team in these events and organization.

California Public Utilities Commission Joint Utilities Committee

T-Mobile plans to increase its participation as a member of the Joint Utilities Committee to share best practices, meet individually with California-based utilities to learn from their programs, and to collaborate on solving issues that may arise.

California Public Utilities Commission Small and Diverse Business Expos

T-Mobile plans to participate in both the northern and southern CA Diverse and Small Business Expos with an exhibit table, engage in the matchmaking session, and seek out sponsorship opportunities.

National Veteran Business Development Council (“NVBDC”)

T-Mobile Supplier Diversity intends to continue to work with NVBDC to increase utilization of service-disabled and veteran-owned businesses.

National Gay & Lesbian Chamber of Commerce (“NGLCC”)

In 2019, T-Mobile plans to sponsor and attend the NGLCC national conference to discover, source and engage with LGBTBEs. We are also working with our Diversity & Inclusion team to coordinate our attendance at regional events in support of our Program.

National Minority Supplier Development Council (“NMSDC”)

T-Mobile plans to continue to sponsor and attend the NMSDC national conference to discover, source and engage MBEs, as well as improve and promote the T-Mobile Supplier Diversity Program.

Northwest Mountain Minority Supplier Development Council (“NWMTNMSDC”)

T-Mobile plans to continue its long-standing relationship with this regional council. We also plan to continue sponsoring the Business Conference & Opportunity Fairs, attending and sponsoring the annual scholarship and fundraiser silent auction, and completing a T-Mobile-specific training course on supplier diversity program optimization and implementation. We also plan to continue to support the Council by serving on its Board of Directors and supporting local minority suppliers as they work towards certification. While this is not a California-based organization, our involvement helps us identify suppliers with the potential to become California certified.

Women’s Business Enterprise National Council (“WBENC”)

T-Mobile plans to sponsor and attend the WBENC National Conference to discover, source and engage WBEs as well as improve and promote the T-Mobile Supplier Diversity Program.

Technology Industry Group (“TIG”)

Given its technology focus, T-Mobile plans to support the TIG organization as it works to connect technology companies with diverse suppliers throughout the country, including by participating in their conferences and regional events.

In addition, T-Mobile plans to continue to be a corporate sponsor and/or member of the following organizations:

Wireless Infrastructure Association

North Puget Sound Small Business Summit

Astra Women’s Business Alliance

Greater Seattle Business Association (“GSBA”)

National Diversity Coalition’s Voice for the Voiceless (“NDC”)

National Association of Minority & Women Owned Law Firms (“NAMWOLF”)

Leadership Council on Legal Diversity (“LCLD”)

U.S. Black Chamber of Commerce (“USBC”)

U.S. Hispanic Chamber of Commerce (“USHCC”)

U.S. Pacific Islander Asian American Chamber of Commerce (“USPAACC”)

Minority Media in Telecommunications (“MMTC”)

Technology Industry Group (“TIG”)

Veterans Business Roundtable (“VBRT”)

Summary of WMDVLGBTBE Short, Mid and Long-Term Goals (10.1.1)

The following attachments summarize T-Mobile’s short-, mid-, and long-term goals.

- Attachment 6 – *Goals for WMDVLGBTBE Procurement*

Required Additional Disclosures (10.1.3 – 10.1.6)

Plans for Recruiting WMDVLGBTBE Suppliers Where Utilization Has Been Low

T-Mobile is committed to recruiting and developing Diverse Business Enterprise talent in traditional, non-traditional, and under-utilized areas, and to otherwise encourage those suppliers to register with the Supplier Clearinghouse or any other recognized certifying entity. For examples of activities that T-Mobile intends to undertake in 2019, see above sections “Partnerships, Conferences and Sponsorships” under and “Legal Diversity Task Force.”

Plans for Recruiting WMDVLGBTBE Suppliers in Excluded Categories

Not applicable.

Plans for Prime Contractor Utilization of WMDVLGBTBE Subcontractors

T-Mobile intends to continue to require new prime suppliers to report on a quarterly basis their amount of direct and indirect spend with diverse businesses. Where applicable, T-Mobile plans to continue to include prime contractor utilization of Diverse Business Enterprise subcontractors in our contract language. In addition, T-Mobile intends to work with its prime suppliers to promote reasonable diversity procurement goals for their Tier II vendors.

Plans for Complying with WMDVLGBTBE Program Guidelines

T-Mobile intends to continue to strive to meet the Commission's goals as established in GO 156.

Attachment 1

2018 Total WMDVLGBTBE Procurement - Direct and Sub

Line No.			Direct	Sub	Total	%
1	Minority Men	Asian-Pacific	\$455,908,776	\$13,685,207	\$469,593,983	13.44%
2		African American	\$2,577,505	\$25,332,629	\$27,910,134	0.80%
3		Hispanic	\$5,924,092	\$5,072,931	\$10,997,023	0.31%
4		Native-American	\$2,360,469	\$1,400,924	\$3,761,393	0.11%
5		Other	\$0	\$3,339,951	\$3,339,951	0.10%
6		Total Minority Men		\$466,770,841	\$48,831,642	\$515,602,483
7	Minority Women	Asian-Pacific	\$23,283,676	\$481,811	\$23,765,487	0.68%
8		African American	\$7,351	\$0	\$7,351	0.00%
9		Hispanic	\$1,126,651	\$869	\$1,127,520	0.03%
10		Native-American	\$0	\$0	\$0	0.00%
11		Other	\$0	\$0	\$0	0.00%
12		Total Minority Women¹		\$24,417,679	\$482,680	\$24,900,359
13	Total Minority Business Enterprise (MBE)		\$491,188,520	\$49,314,322	\$540,502,842	15.47%
14	Women Business Enterprise (WBE)		\$125,332,581	\$54,946,317	\$180,278,898	5.16%
15	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$17,928,301	\$55,852	\$17,984,153	0.51%
16	Disabled Veteran Business Enterprise (DVBE)		\$731,522	\$1,217,592	\$1,949,114	0.06%
17	TOTAL WMDVLGBTBE Procurement²		\$635,180,924	\$105,534,083	\$740,715,007	21.20%
18	Net Procurement³				\$3,494,585,895	100.00%

¹The total procurement for minority women, i.e., \$24.900 million, is included as part of Total Minority Business Enterprises (Line 13). Consistent with Commission direction, total procurement for minority women is not included in Women Business Enterprises (Line 14) although T-Mobile believes that the failure to include that procurement in WBE as well as MBE provides the Commission with an incomplete view of procurement.

² WMDVLGBTBE supplier spend is based on total spend with all vendors certificated by the Supplier Clearinghouse

³ T-Mobile's net procurement is based on (a) expenditures with entities classified by T-Mobile's systems as vendors located in California plus (b) any spend with non-California based, Clearinghouse-certificated WMDVLGBTBEs plus (c) the California market pro rata share of T-Mobile's nation-wide spend for wireless handsets and SIM cards. It does not include CA-based spend for cities, counties, taxes, fees, employee reimbursements, rents or

Attachment 2

2018 WMDVLGBTBE Procurement by Product and Services Categories - Direct

Line No.			Products ¹		Services ²		TOTAL		
1	Minority Men	Asian-Pacific	Direct	\$227,884,539	6.52%	\$228,024,237	6.53%	\$455,908,776	13.05%
2		African-American	Direct	\$226,215	0.01%	\$2,351,290	0.07%	\$2,577,505	0.07%
3		Hispanic	Direct	\$13,732	0.00%	\$5,910,360	0.17%	\$5,924,092	0.17%
4		Native-American	Direct	\$0	0.00%	\$2,360,469	0.07%	\$2,360,469	0.07%
5		Other	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
6		Total Minority Men	Direct	\$228,124,486	6.53%	\$238,646,356	6.83%	\$466,770,841	13.36%
7	Minority Women	Asian-Pacific	Direct	\$16,436,988	0.47%	\$6,846,688	0.20%	\$23,283,676	0.67%
8		African-American	Direct	\$0	0.00%	\$7,351	0.00%	\$7,351	0.00%
9		Hispanic	Direct	\$0	0.00%	\$1,126,651	0.03%	\$1,126,651	0.03%
10		Native-American	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
11		Other	Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
12		Total Minority Women³	Direct	\$16,436,988	0.47%	\$7,980,691	0.23%	\$24,417,679	0.70%
13	Total Minority Business Enterprise (MBE)	Direct	\$244,561,474	7.00%	\$246,627,046	7.06%	\$491,188,520	14.06%	
14	Women Business Enterprise (WBE)	Direct	\$71,179,385	2.04%	\$54,153,196	1.55%	\$125,332,581	3.59%	
15	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Direct	\$0	0.00%	\$17,928,301	0.51%	\$17,928,301	0.51%	
16	Disabled Veteran Business Enterprise (DVBE)	Direct	\$0	0.00%	\$731,522	0.02%	\$731,522	0.02%	
17	TOTAL WMDVLGBTBE Procurement⁴	Direct	\$315,740,859	9.04%	\$319,440,065	9.14%	\$635,180,924	18.18%	
18	Net Procurement⁵						\$3,494,585,895		
19	Total Number of WMDVLGBTBEs that received direct spend	62							

¹ Products include vendors with primary SIC Category Codes 24, 30, 34, 35, 36, 39, 50.

² Services include vendors with primary SIC Category Codes 15, 16, 17, 42, 48, 49, 65, 73, 76, 81, 87, 89, 99.

³ The total procurement for minority women, i.e., \$24.418 million, is included as part of Total Minority Business Enterprises (Line 13). Consistent with Commission direction, total procurement for minority women is not included in Women Business Enterprises (Line 14) although T-Mobile believes that the failure to include that procurement in WBE as well as MBE provides the Commission with an incomplete view of procurement.

⁴ WMDVLGBTBE supplier spend is based on total spend with all vendors certificated by the Supplier Clearinghouse

⁵ T-Mobile's net procurement is based on (a) expenditures with entities classified by T-Mobile's systems as vendors located in California plus (b) any spend with non-California based, Clearinghouse-certificated WMDVLGBTBEs plus (c) the California market pro rata share of T-Mobile's nation-wide spend for wireless handsets and SIM cards. It does not include CA-based spend for cities, counties, taxes, fees, employee reimbursements, rents or equipment rebates.

Attachment 3

2018WMDVLGBTBE Procurement by Product and Services Categories - Sub

Line No.			Products ¹		Services ²		TOTAL		
1	Minority Men	Asian-Pacific	Sub	\$6,558,069	0.19%	\$7,127,138	0.20%	\$13,685,207	0.39%
2		African-American	Sub	\$9,506,915	0.27%	\$15,825,714	0.45%	\$25,332,629	0.72%
3		Hispanic	Sub	\$2,479,100	0.07%	\$2,593,831	0.07%	\$5,072,931	0.15%
4		Native-American	Sub	\$409,080	0.01%	\$991,844	0.03%	\$1,400,924	0.04%
5		Other	Sub	\$0	0.00%	\$3,339,951	0.10%	\$3,339,951	0.10%
6		Total Minority Men	Sub	\$18,953,164	0.54%	\$29,878,478	0.85%	\$48,831,642	1.40%
7	Minority Women	Asian-Pacific	Sub	\$0	0.00%	\$481,811	0.01%	\$481,811	0.01%
8		African-American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
9		Hispanic	Sub	\$0	0.00%	\$869	0.00%	\$869	0.00%
10		Native-American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
11		Other	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
12		Total Minority Women³	Sub	\$0	0.00%	\$482,680	0.01%	\$482,680	0.01%
13	Total Minority Business Enterprise (MBE)	Sub	\$18,953,164	0.54%	\$30,361,158	0.87%	\$49,314,322	1.41%	
14	Women Business Enterprise (WBE)	Sub	\$32,696,801	0.94%	\$22,249,516	0.64%	\$54,946,317	1.57%	
15	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Sub	\$83	0.00%	\$55,769	0.00%	\$55,852	0.00%	
16	Disabled Veteran Business Enterprise (DVBE)	Sub	\$768,783	0.02%	\$448,809	0.01%	\$1,217,592	0.03%	
17	TOTAL WMDVLGBTBE Procurement⁴	Sub	\$52,418,831	1.50%	\$53,115,252	1.52%	\$105,534,083	3.02%	
18	Net Procurement⁵		\$3,494,585,895		\$3,494,585,895		\$3,494,585,895		

¹ Products include vendors with primary SIC Category Codes 24, 30, 34, 35, 36, 39, 50.

² Services include vendors with primary SIC Category Codes 15, 16, 17, 42, 48, 49, 65, 73, 76, 81, 87, 89, 99.

³ The total Tier II procurement for minority women, i.e., \$482.7 thousand, is included as part of Total Minority Business Enterprises (Line 13). Consistent with Commission direction, total procurement for minority women is not included in Women Business Enterprises (Line 14) although T-Mobile believes that the failure to include that procurement in WBE as well as MBE provides the Commission with an incomplete view of procurement.

⁴ WMDVLGBTBE supplier spend is based on total spend with all vendors certificated by the Supplier Clearinghouse

⁵ T-Mobile's net procurement is based on (a) expenditures with entities classified by T-Mobile's systems as vendors located in California plus (b) any spend with non-California based, Clearinghouse-certificated WMDVLGBTBEs plus (c) the California market pro rata share of T-Mobile's nation-wide spend for wireless handsets and SIM cards. It does not include CA-based spend for cities, counties, taxes, fees, employee reimbursements, rents or equipment rebates.

Attachment 4D
2018WMDVLGBTBE Detail by SIC - Direct

SIC Code	SIC Code Description	Asian Pacific		African American		Hispanic		Native American		Other		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Total WMDVLGBTBE	Total Dollars
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female						
15	Building Construction - General Contractors & Operative Builders	\$ -	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$15,795,528
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.452%
16	Heavy Construction, Except Building Construction Contractors	\$0	\$0	\$503,540	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$503,540	\$4,210,450	\$0	\$9,745	\$4,723,734	\$10,483,758
		% 0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.12%	0.00%	0.00%	0.14%	0.300%
17	Contructions - Special Trade Contractors	\$0	\$155,540	\$0	\$0	\$132,301	\$0	\$2,360,469.03	\$0	\$0	\$0	\$2,648,310	\$407,447	\$0	\$0	\$3,055,758	\$15,376,178
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.07%	0.00%	0.00%	0.00%	0.08%	0.01%	0.00%	0.00%	0.09%	0.440%
24	Lumber and Wood Products, Except Furniture	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$69,892
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.002%
30	Rubber and Miscellaneous Plastic Products	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,051,829	\$0	\$0	\$3,051,829	\$349,459
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.09%	0.00%	0.00%	0.09%	0.010%
34	Fabricated Metal Products, Except Machinery & Transport Equipment	\$0	\$0	\$0	\$0	\$13,732	\$0	\$0	\$0	\$0	\$0	\$13,732	\$0	\$0	\$0	\$13,732	\$174,729
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.0004%	0.005%
35	Industrial and Commercial Machinery and Computer Equipment	\$0	\$0	\$226,215	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$226,215	\$59,759,188	\$0	\$0	\$59,985,403	\$103,719,309
		% 0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	1.71%	0.00%	0.00%	1.72%	2.968%
36	Electronic, Electrical Equipment & Components, Except Computer Equipment	\$29,655,327	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$29,655,327	\$6,131,211	\$0	\$0	\$35,786,538	\$34,596,400
		% 0.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.85%	0.18%	0.00%	0.00%	1.02%	0.990%
39	Miscellaneous Manufacturing Industries	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,954,490	\$0	\$0	\$0	\$1,954,490	\$5,416,608
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.06%	0.00%	0.00%	0.06%	0.155%
42	Motor Freight Transportation	\$0	\$0	\$0	\$0	\$301,601	\$0	\$0	\$0	\$0	\$0	\$301,601	\$0	\$0	\$0	\$301,601	\$1,292,997
		% 0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.01%	0.037%
48	Communications	\$33,678,766	\$0	\$0	\$0	\$4,642,054	\$0	\$0	\$0	\$0	\$0	\$38,320,820	\$11,725	\$0	\$0	\$38,332,545	\$56,472,508
		% 0.96%	0.00%	0.00%	0.00%	0.13%	0.00%	0.00%	0.00%	0.00%	0.00%	1.10%	0.00%	0.00%	0.00%	1.10%	1.616%
49	Electric, Gas and Sanitary Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$5,276,825
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.151%
50	Wholesale Trade - Durable Goods	\$198,229,212	\$16,436,988	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$214,666,200	\$282,667	\$0	\$0	\$214,948,867	\$1,203,989,678
		% 5.67%	0.47%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.14%	0.01%	0.00%	0.00%	6.15%	34.453%
65	Real Estate	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$269,230	\$0	\$0	\$269,230	\$34,946
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.01%	0.001%
73	Business Services	\$9,588,975	\$2,178,288	\$84,000	\$0	\$834,404	\$0	\$0	\$0	\$0	\$0	\$12,685,666	\$42,168,898	\$17,928,301	\$0	\$72,782,864	\$599,041,914
		% 0.27%	0.06%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.36%	1.21%	0.51%	0.00%	2.08%	17.142%
76	Miscellaneous Repair Services	\$0	\$609,824	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$609,824	\$5,497,209	\$0	\$0	\$6,107,033	\$31,416,327
		% 0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.16%	0.00%	0.00%	0.17%	0.899%
81	Legal Services	\$0	\$0	\$0	\$7,351	\$0	\$1,126,651	\$0	\$0	\$0	\$0	\$1,134,002	\$680,763	\$0	\$0	\$1,814,765	\$36,518,423
		% 0.00%	0.00%	0.00%	0.00%	0.03%	0.03%	0.00%	0.00%	0.00%	0.00%	0.03%	0.02%	0.00%	0.00%	0.05%	1.045%
87	Engineering, Accounting, Research, Management & Related Services	\$678,408	\$3,903,037	\$1,725,721	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$6,307,166	\$777,518	\$0	\$0	\$7,084,684	\$196,919,915
		% 0.02%	0.11%	0.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.18%	0.02%	0.00%	0.00%	0.20%	5.635%
89	Services, Not Elsewhere Classified	\$184,078,089	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$184,078,089	\$129,958	\$0	\$0	\$184,208,046	\$9,959,570
		% 5.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.27%	0.00%	0.00%	0.00%	5.27%	0.285%
99	Nonclassifiable Establishments	\$0	\$0	\$38,029	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$38,029	\$0	\$0	\$721,777	\$759,806	\$115,810,577
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.02%	3.314%
	Various SIC categories of which there is no WMDVLGBTBE Spend	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,051,870,354
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	30.100%
	Total	\$455,908,776	\$23,283,676	\$2,577,505	\$7,351	\$5,924,092	\$1,126,651	\$2,360,469	\$0	\$0	\$0	\$491,188,520	\$125,332,581	\$17,928,301	\$731,522	\$635,180,924	\$3,494,585,895
		% 13.05%	0.67%	0.07%	0.00%	0.17%	0.03%	0.07%	0.00%	0.00%	0.00%	14.06%	3.59%	0.51%	0.02%	18.18%	100.00%

Total Product Procurement ¹	\$315,740,858.59
Total Service Procurement ²	\$319,440,065.07
Net Procurement	\$3,494,585,895.00

* Note: This data reflects direct spend by SIC code as reported by prime suppliers.

¹ Products include vendors with primary SIC Category Codes 24, 30, 34, 35, 36, 39, 50.

² Services include vendors with primary SIC Category Codes 15, 16, 17, 42, 48, 49, 65, 73, 76, 81, 87, 89, 99.

Attachment 4S
2018 WMDVLGBTBE Detail by SIC - Sub

SIC Code	SIC Code Description	Asian Pacific		African American		Hispanic		Native American		Other		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Total WMDVLGBTBE	Total Dollars
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female						
15	Building Construction - General Contractors & Operative Builders	\$ 0	\$332,397	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$332,397	\$0	\$0	\$0	\$332,397	\$15,795,528
		% 0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.01%	0.452%
16	Heavy Construction, Except Building Construction Contractors	\$ 0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$10,483,758
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.300%
17	Contructions - Special Trade Contractors	\$ 0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$7,223	\$0	\$0	\$7,223	\$15,376,178
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.0002%	0.00%	0.00%	0.0002%	0.440%
24	Lumber and Wood Products, Except Furniture	\$ 0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$69,892
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.002%
30	Rubber and Miscellaneous Plastic Products	\$ 0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$349,459
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.010%
34	Fabricated Metal Products, Except Machinery & Transport Equipment	\$ 0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$174,729
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.005%
35	Industrial and Commercial Machinery and Computer Equipment	\$ 0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$103,719,309
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.968%
36	Electronic, Electrical Equipment & Components, Except Computer Equipment	\$ \$6,533,349	\$0	\$9,505,515	\$0	\$2,470,960	\$0	\$400,563	\$0	\$0	\$0	\$18,910,387	\$32,675,543	\$0	\$768,714	\$52,354,644	\$34,596,400
		% 0.19%	0.00%	0.27%	0.00%	0.07%	0.00%	0.01%	0.00%	0.00%	0.00%	0.54%	0.94%	0.00%	0.02%	1.50%	0.990%
39	Miscellaneous Manufacturing Industries	\$ 0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$5,416,608
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.155%
42	Motor Freight Transportation	\$ \$644	\$0	\$374,683	\$0	\$186,548	\$0	\$0	\$0	\$0	\$0	\$561,875	\$1,001,926	\$0	\$18	\$1,563,819	\$1,292,997
		% 0.00%	0.00%	0.01%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.03%	0.00%	0.00%	0.04%	0.037%
48	Communications	\$ 0	\$0	\$6,501,127	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$6,501,127	\$2,772,183	\$51,741	\$198,886	\$9,523,937	\$56,472,508
		% 0.00%	0.00%	0.19%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.19%	0.08%	0.0015%	0.01%	0.27%	1.616%
49	Electric, Gas and Sanitary Services	\$ 0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$5,276,825
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.151%
50	Wholesale Trade - Durable Goods	\$ \$24,720	\$0	\$1,400	\$0	\$8,140	\$0	\$8,517	\$0	\$0	\$0	\$42,777	\$21,258	\$83	\$69	\$64,187	\$1,203,989,678
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.001%	0.001%	0.00%	0.00%	0.0018%	34.453%
65	Real Estate	\$ 0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$269,230	\$0	\$0	\$269,230	\$34,946
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.01%	0.001%
73	Business Services	\$ \$5,122,562	\$0	\$7,417,402	\$0	\$1,279,377	\$0	\$801,975	\$0	\$796,873	\$0	\$15,418,189	\$9,400,469	\$0	\$174,681	\$24,993,339	\$599,041,914
		% 0.15%	0.00%	0.21%	0.00%	0.04%	0.00%	0.02%	0.00%	0.02%	0.00%	0.44%	0.27%	0.00%	0.005%	0.72%	17.142%
76	Miscellaneous Repair Services	\$ \$98,607	\$0	\$56,839	\$0	\$807,046	\$0	\$0	\$0	\$2,543,078	\$0	\$3,505,570	\$7,827,006	\$0	\$379	\$11,332,955	\$31,416,327
		% 0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.07%	0.00%	0.10%	0.22%	0.00%	0.00%	0.32%	0.899%
81	Legal Services	\$ \$9,508	\$0	\$4,754	\$0	\$4,754	\$0	\$4,754	\$0	\$0	\$0	\$23,770	\$1,109	\$0	\$27	\$24,906	\$36,518,423
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00003%	0.00%	0.00%	0.0007%	1.045%
87	Engineering, Accounting, Research, Management & Related Services	\$ \$1,895,817	\$149,414	\$1,470,909	\$0	\$316,106	\$0	\$185,115	\$0	\$0	\$0	\$4,017,361	\$1,239,600	\$4,028	\$74,818	\$5,335,807	\$196,919,915
		% 0.05%	0.00%	0.04%	0.00%	0.01%	0.00%	0.01%	0.00%	0.00%	0.00%	0.11%	0.04%	0.00%	0.0021%	0.15%	5.635%
89	Services, Not Elsewhere Classified	\$ 0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$9,959,570
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.285%
99	Nonclassifiable Establishments	\$ 0	\$0	\$0	\$0	\$0	\$869	\$0	\$0	\$0	\$0	\$869	\$0	\$0	\$0	\$869	\$115,810,577
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00002%	0.00%	0.00%	0.00%	0.00002%	0.00002%	3.314%
	Various SIC categories of which there is no WMDVLGBTBE Spend	\$ 0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,051,870,354
		% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	30.100%
	Total	\$ \$13,685,207	\$481,811	\$25,332,629	\$0	\$5,072,931	\$869	\$1,400,924	\$0	\$3,339,951	\$0	\$49,314,322	\$54,946,317	\$55,852	\$1,217,592	\$105,534,083	\$3,494,585,895
		% 0.39%	0.01%	0.72%	0.00%	0.15%	0.00%	0.04%	0.00%	0.10%	0.00%	1.41%	1.57%	0.00%	0.03%	3.02%	100.00%

Total Product Procurement ¹	\$52,418,831.00
Total Service Procurement ²	\$53,115,252.00
Net Procurement	\$3,494,585,895.00

¹ Products include vendors with primary SIC Category Codes 24, 30, 34, 35, 36, 39, 50.

² Services include vendors with primary SIC Category Codes 15, 16, 17, 42, 48, 49, 65, 73, 76, 81, 87, 89, 99.

Attachment 5
2018 WMDVLGBTBE Procurement Summary

Line No.		Minority Men	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Total WMDVLGBTBE
1	Direct \$	\$466,770,841	\$24,417,679	\$491,188,520	\$125,332,581	\$17,928,301	\$731,522	\$635,180,924
2	Subcontracting \$	\$48,831,642	\$482,680	\$49,314,322	\$54,946,317	\$55,852	\$1,217,592	\$105,534,083
3	Total \$	\$515,602,483	\$24,900,359	\$540,502,842	\$180,278,898	\$17,984,153	\$1,949,114	\$740,715,007

4	Direct %	13.36%	0.70%	14.06%	3.59%	0.51%	0.02%	18.18%
5	Subcontracting %	1.40%	0.01%	1.41%	1.57%	0.00%	0.03%	3.02%
6	Total %	14.75%	0.71%	15.47%	5.16%	0.51%	0.06%	21.20%

7	Net Procurement ¹	\$ 3,494,585,895
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¹ T-Mobile's net procurement is based on (a) expenditures with entities classified by T-Mobile's systems as vendors located in California plus (b) any spend with non-California based, Clearinghouse-certificated WMDVLGBTBEs plus (c) the California market pro rata share of T-Mobile's nation-wide spend for wireless handsets, SIM cards and network equipment. It does not include CA-based spend for cities, counties, taxes, fees, employee reimbursements, rents or equipment rebates.

**Attachment 6
Goals for WMDVLGBTBE Procurement**

Line No.		Short-Term Goals					Mid-Term Goals					Long-Term Goals					
		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE) ¹	Disabled Veteran Business Enterprise (DVBE)	Total WMDVBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Total WMDVBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Total WMDVBE	
1	Products																
2	SIC Code Description																
3	Raw Materials ²	%	0.001%	0.001%	TBD	0.001%	0.0030%	0.001%	0.001%	TBD	0.007%	0.009%	0.001%	0.001%	TBD	0.024%	0.026%
4	Finished Product Misc Goods ³	%	6.150%	1.800%	TBD	0.001%	7.951%	6.150%	1.800%	TBD	0.007%	7.957%	6.150%	1.800%	TBD	0.024%	7.974%
5	Technical Equipment / Analysis Instruments ⁴	%	1.250%	1.100%	TBD	0.040%	2.390%	1.250%	1.100%	TBD	0.280%	2.630%	1.250%	1.100%	TBD	0.955%	3.305%
6	Subtotal	%	7.401%	2.901%	TBD	0.042%	10.344%	7.401%	2.901%	TBD	0.294%	10.596%	7.401%	2.901%	TBD	1.003%	11.305%

Line No.		Short-Term Goals					Mid-Term Goals					Long-Term Goals					
		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Total WMDVBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Total WMDVBE	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Total WMDVBE	
7	Services																
8	SIC Code Description																
9	Construction / Facilities / Transportation Services ⁵	%	0.250%	0.500%	TBD	0.0010%	0.751%	0.250%	0.500%	TBD	0.007%	0.757%	0.250%	0.500%	TBD	0.024%	0.774%
10	Professional Services ⁶	%	6.170%	1.500%	TBD	0.009%	7.679%	6.170%	1.500%	TBD	0.063%	7.733%	6.170%	1.500%	TBD	0.215%	7.885%
11	Legal Services ⁷	%	0.030%	0.020%	TBD	0.001%	0.051%	0.030%	0.021%	TBD	0.004%	0.054%	0.030%	0.022%	TBD	0.022%	0.074%
12	Communications / Other Services ⁸	%	1.150%	0.075%	TBD	0.040%	1.265%	1.150%	0.075%	TBD	0.068%	1.293%	1.150%	0.075%	TBD	0.232%	1.457%
13	Subtotal	%	7.600%	2.095%	TBD	0.051%	9.746%	7.600%	2.096%	TBD	0.142%	9.837%	7.600%	2.097%	TBD	0.493%	10.189%

14	Total⁹	%	15.00%	5.00%	TBD	0.09%	20.09%	15.00%	5.00%	TBD	0.44%	20.43%	15.00%	5.00%	TBD	1.50%	21.5%
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¹Per the General Order, there are currently no numerical goals set for LGBTBEs. Nevertheless, T-Mobile is proud of the progress it has made in that area and continues to promote diversity procurement with LGBTBEs.

²Raw Materials include vendors with primary SIC Codes: 24, 34

³Finished Products Misc Goods include vendors with primary SIC Codes: 30, 35, 39, 50

⁴Technical Equipment / Analysis Instruments include vendors with primary SIC Codes: 36

⁵Construction / Facilities / Transportation Services include vendors with primary SIC Codes: 15, 16, 17, 41, 42, 49, 76

⁶Professional Services include vendors with primary SIC Codes: 65, 73, 87, 89

⁷Legal Services include vendors with primary SIC Codes: 81

⁸Communications / Other Services include vendors with primary SIC Codes: 27, 48, 99

⁹Consistent with the practice of other reporting utilities, T-Mobile has aligned its goals with the CPUC's goals.