Women leading the way at AT&T

More than 75,500 women working at AT&T are helping to transform the way we connect with our world. These women are executives, engineers, marketers, salespeople, finance leaders, attorneys and most importantly—they are mentors for the next generation of female leaders.

**Women at AT&T are helping lead innovation and technology advances in the communications field. As of December 31, 2015:**
- 33% of AT&T employees are women.
- 36% of AT&T managers were women and we have 151 senior leaders who are women.
- More than 1,100 women inventors are named on AT&T patents and more than 4,900 patents have been filed by AT&T women.
- More than 17,700 AT&T women are in STEM (Science, Technology, Engineering and Math) jobs.
- More than 25,700 AT&T women are engaged in our world-class Network Operations.

**To recruit and retain top tier talent, AT&T invests in the tools needed to empower employees to succeed.**
- Since 1988, hundreds of recently hired college graduates have successfully completed AT&T’s Leadership Development Program—54% of the participants have been women.
- In 1972, AT&T started the first women’s Employee Resource Group (ERG) in the nation. Today, we are home to several female-focused ERGs & Employee Networks including:
  - Women of AT&T – our largest ERG – is composed of more than 25,260 members that connect and inspire each other to achieve their personal and professional goals and to positively effect change in the community.
  - In 2015, the group expanded its GIFT (Girls in Future Technologies) Day program, encouraging teen girls to consider higher education and careers in STEM fields.
  - The group also awarded over $30,000 in scholarships in 2015 alone.
  - AT&T EMEA Women’s Network is an international group of more than 450 employees who share and exchange mutual learnings through education sessions, mentoring programs and outreach activities within communities.
  - In 2015, the group teamed up with colleagues to host a technology – focused Girls Day STEM event for 79 teenagers in Slovakia, the Czech Republic and the Netherlands.
  - AT&T Women of Finance includes more than 3,300 employees and promotes professional development through education, networking and mentoring with a primary focus on the Finance organization.
  - AT&T Women of Technology has over 3,300 members and encourages the recruitment, development, advancement and retention of women in STEM positions.

**Community support**

Over the past 5 years, AT&T contributed nearly $20 million to support women through corporate, employee and AT&T Foundation giving. In 2015 alone, AT&T donated over $7.5 million to organizations helping further opportunity for women and girls. Below are some highlights:
- **Girls Who Code, Inc.** – We contributed $3 million since 2014 to support the expansion of the Summer Immersion and Clubs Program, the launch of the Alumni Network, and the development of an incubator to test future program activities.
- **Step Up for Women’s Network** – We donated over $177,000 in 2015 to support Step Up’s 11th Grade Pathways to Professions Program. This program takes students from NYC, Chicago and LA on a series of field trips to get them out of the classroom and into the professional world. In 2016, we contributed $65,000 to support Step Up’s launch in Dallas, TX.
- **Black Girls Code** – In 2015, we donated $156,000 to support the expansions of Black Girls CODE chapters to Dallas and Miami, where technology workshops introduce girls from underrepresented communities to the STEM fields.

**AT&T celebrates women: awards and recognition**
- Top Corporation for Women, Women’s Business Enterprise Council (2015)
- #15, Top 50 Employers, Woman Engineer (2015)
- Top 50 Companies for Executive Women, National Association for Female Executives (2015)
- Top 25 Diversity Council (AT&T Women ERG), Association of ERGs & Councils (2015)
- Top Corporations of the Year, Greater Women’s Business Council (2014)
- One of the Top Supplier Diversity Programs and Top Diversity Employers for Women, Professional Women’s Magazine (2014)
- No. 2, Best Places for Diverse & Women Managers to Work, Diversity MBA (2014)

For more information on our commitment to hiring and advancing women in our workforce, please visit: [www.att.jobs/women](http://www.att.jobs/women)