

AT&T 2011 sustainability report

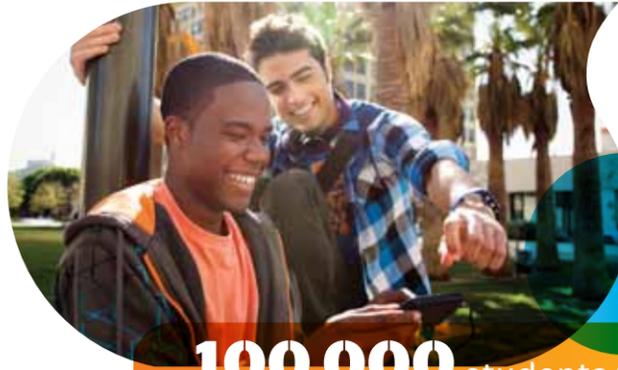


2011 Highlights

att.com/sustainabilityreport

Education

In 2008, we launched AT&T Aspire, the largest education initiative in AT&T's history, specifically focused on high school retention and workforce readiness. In 2011, we met our initial four-year \$100 million commitment to the program, which laid the groundwork for an expanded \$250 million commitment planned over five years, announced in 2012.



100,000 students reached through AT&T/Junior Achievement Worldwide Job Shadow Initiative*

34,000

times our employees have volunteered for Job Shadow, dedicating more than 270,000 volunteer hours to help students learn

>\$115 M

philanthropic giving through corporate, employee and AT&T Foundation programs

volunteerism

Each year, our employees and retirees, including the AT&T Pioneers and Employee Resource Groups, take time to enhance their communities. In 2011, our employees and retirees donated more than 6 million hours of time to community outreach activities – worth more than \$133 million.**



\$12 B spent on minority, women and disabled veterans business enterprises

Diversity

Our success begins with our people, and a diverse and inclusive workforce and supply chain benefits our business, employees, customers, investors and communities.

39

percent of AT&T's workforce that is female

39

percent of AT&T's workforce that is people of color

Environment

In 2011, we built on our ongoing effort to better manage energy use, reduce the amount of energy needed to carry data over our networks and invest in alternative-fuel vehicles.



3 M approximate number of cell phones reused or recycled

\$42 M

annualized energy savings from 4,500 energy-saving projects

50.1

pounds of network "scrap" materials kept out of landfills

3,469

compressed natural gas vehicles deployed that will allow us to avoid the purchase of 2.5 million gallons of gasoline in 2012 and each year they are in service

recognition

We are honored to receive recognition for our leadership and the contributions we make to increase opportunities in the community, workplace and marketplace. Below is a list of some of our 2011 awards and recognition:



Most Admired Companies, Top 50
Fortune Magazine (2009 – 2012)

Green Rankings
Newsweek (2010 – 2011)

100 Best Corporate Citizens List
CR Magazine (2011-2012)

*Achieved in March 2012. **The financial equivalent is determined by using \$21.79 per volunteer hour, which is based on the 2011 industry standard from Independent Sector, a leading nonprofit organization that determines the financial equivalent for a variety of volunteer initiatives. www.independentsector.org/programs/research/volunteer_time.html