

2017\*

# AT&T UK Pay Gap Report

\*Data for 6 April 2016 – 5 April 2017





## UK Gender Pay Overview

AT&T has long been committed to encouraging and nurturing a diverse and inclusive workforce. That means creating a workplace that helps all employees reach their full potential, regardless of things like gender, race, religion, age, national origin or sexual orientation.

This should be the goal of all companies. And it is something AT&T takes very seriously.

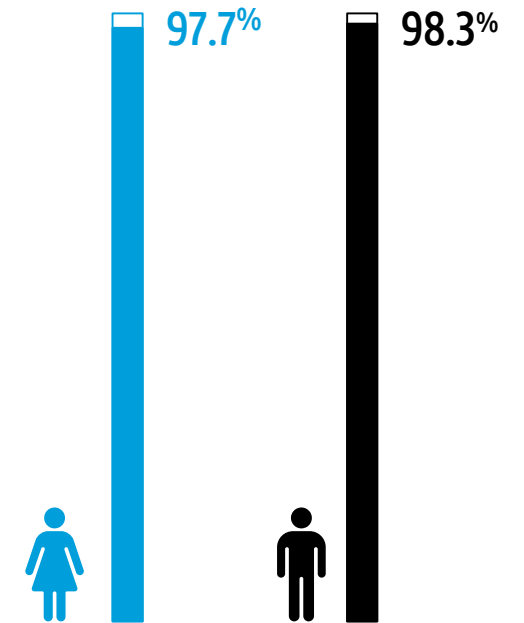


## The Stats: AT&T in the UK

### AT&T's UK gender pay data as of 5 April 2017

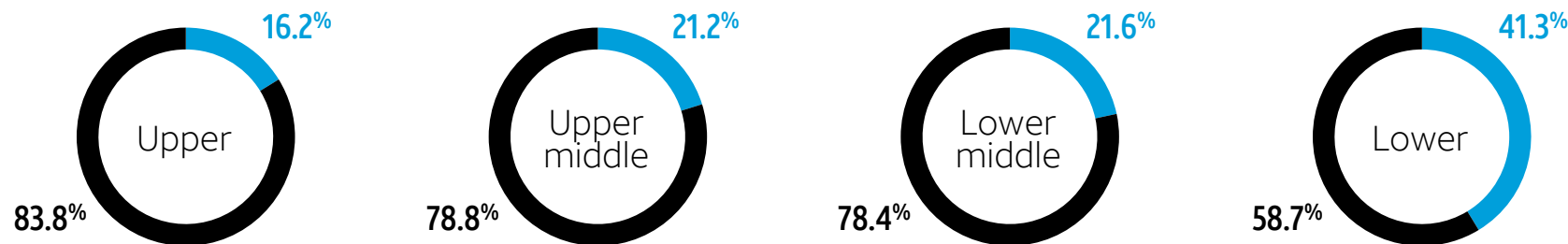
	MEAN	MEDIAN
Gender Pay Gap	18.3%	20.2%
Gender Bonus Gap	28.2%	32.0%

Proportion of females and males at AT&T in the UK receiving a bonus payment in the bonus year 6 April 2016 to 5 April 2017



### Proportion of females and males in each quartile pay band

● Females ● Males







# Stats for our main employing legal entities in the UK

The data for our main employing legal entities in the UK as of 5 April 2017<sup>1</sup>

## AT&T Global Network Services (UK) B.V.

## AT&T ISTEEL

At a glance

	MEAN	MEDIAN
Gender Pay Gap	10.7%	9.3%
Gender Bonus Gap	18.6%	9.3%

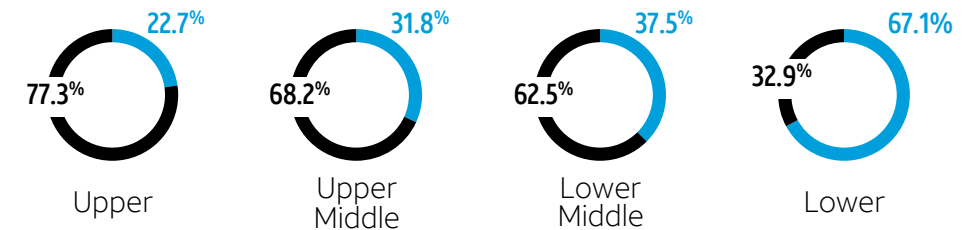
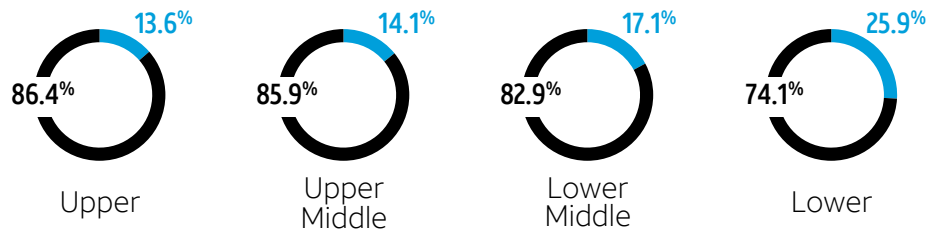
	MEAN	MEDIAN
Gender Pay Gap	24.0%	29.1%
Gender Bonus Gap	36.2%	44.6%

Proportion of females and males at AT&T receiving a bonus payment in the bonus year 6 April 2016 to 5 April 2017



Proportion of females and males in each quartile pay band

- Females
- Males



<sup>1</sup> AT&T has a third legal entity in the UK which is below the threshold for gender pay reporting purposes



## So what's behind our numbers?

As has been reported, the UK gender pay gap (GPG) reporting is only one of many ways used to calculate gender pay equality. The GPG calculation is not about equal pay; it is simply the difference between female and male average earnings across an organization. It does not take into account calculations for employees who hold similar jobs, have the same experience, have similar tenure and live in the same geographic area. Rather, the GPG is the difference between the hourly pay of *all* female employees compared to the hourly pay of *all* male employees.

Contributing factors for AT&T's numbers include that AT&T is a technology company, and technical jobs, which are typically higher paid, have traditionally attracted more males than females.

And AT&T in the UK has lower-than-average attrition rates, and above-average tenure for both females and males (with average male tenure being longer), compared to national averages. This reflects a strength – that AT&T is a great place to work – however, it may reduce the frequency of vacancies, job changes or promotions.

There are fewer female employees in our sales teams, which are compensated, in part, on commissions.

And 78% of part-time workers at AT&T are female, where GPG bonus calculations do not take account of hours worked.

However, there is little difference in the percentage of females and males that received a bonus, which for both is very close to 100%.



*Visit AT&T's  
[Diversity & Inclusion](#)  
website for more  
information on our  
workforce diversity.*

# What are we doing to ensure a diverse workforce in all jobs?

## HIRING

Competitive, externally reviewed,  
market-based pay scales

Recruitment strategies to attract  
applications from diverse talent

Rigorous processes to ensure fairness  
in hiring and compensation

## DEVELOPMENT & RETENTION

Employee Networks that focus  
on women, for personal and  
professional development

Mentoring programs, with many  
women participating

Reskilling program to train and prepare  
current employees for future STEM jobs

Flexible working arrangements and  
generous return to work benefits

## THE NEXT GENERATION

External mentoring programs inspiring girls  
to enter traditionally male-dominated fields

Job shadowing, work experience and career  
skills workshops for students



We confirm that AT&T's gender pay gap data in this report is accurate.

**Michael Springham**

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(UK) B.V.

**Julie Fowler**

Assistant Vice President – International Human Resources