



David R. McAtee II

SEVP & General
Counsel

T: 214.757.3300

david.mcatee@att.com

AT&T

208 S. Akard St.

Suite 413

Dallas, TX 75202

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The Honorable Brendan Carr
Chairman
Federal Communications Commission
45 L Street NE
Washington, D.C. 20554

Re: Applications of New Cingular Wireless PCS, LLC and United States Cellular Corporation For Consent to Assign Licenses, WT Docket No. 25-150

Dear Chairman Carr,

At AT&T, we are committed to serving customers across the country and ensuring that all Americans can connect to the Internet. For the last five years, we have sharpened our focus on a single, overarching objective: to be the best connectivity company in America. As a nation, we must close the digital divide so that all Americans can enjoy all that the Internet has to offer.

To bring 5G and fiber to more customers than anyone else, we have realigned our priorities, our budgets, and our personnel, and we are positioning our workforce to meet the connectivity needs of all Americans. As part of this operational focus, we have reviewed our policies and relationships with external groups to ensure that they are aligned with our business priorities. The legal landscape governing diversity, equity, and inclusion (“DEI”) policies and programs has changed. We have closely followed the recent Executive Orders, Supreme Court rulings, and guidance issued by the U.S. Equal Employment Opportunity Commission¹ and have adjusted our employment and business practices to ensure that they comply with all applicable laws and related requirements, including ending DEI-related policies as described below, not just in name but in substance.

¹ U.S. Equal Employment Opportunity Commission, What to Do If You Experience Discrimination Related to DEI at Work, *available at* <https://www.eeoc.gov/what-do-if-you-experience-discrimination-related-dei-work>; U.S. Equal Employment Opportunity, What You Should Know About DEI-Related Discrimination at Work, *available at* <https://www.eeoc.gov/wysk/what-you-should-know-about-dei-related-discrimination-work>; *see also* Press Release, EEOC and Justice Department Warn Against Unlawful DEI-Related Discrimination (Mar. 19, 2025), *available at* <https://www.eeoc.gov/press-releases/2025/03/19/eeoc-justice-department-warn-against-unlawful-dei-related-discrimination> | [Office of Public Affairs | EEOC and Justice Department Warn Against Unlawful DEI-Related Discrimination | United States Department of Justice](https://www.eeoc.gov/press-releases/2025/03/19/eeoc-justice-department-warn-against-unlawful-dei-related-discrimination) (herein referred to as “EEOC Guidance”).



AT&T has always stood for merit-based opportunity, and we are pleased to reaffirm our commitment to equal employment opportunity and nondiscrimination today. Consistent with applicable law, our multi-pronged approach allows employees to thrive in an environment free from invidious discrimination:

- **Culture:** Our workplace fosters an environment where everyone is entrusted to contribute their best, reinforcing our commitment to a workplace where all employees perform their best, are challenged in their work, and feel a sense of community. Our culture team, part of our Human Resources department, focuses on helping our workforce achieve our business priorities and drives employee engagement, aligning with our key pillars: serve customers first, move faster, act boldly, and win as one. AT&T does not and will not have any roles focused on DEI.
- **Career development, hiring, and mentorship:** It is AT&T's longstanding practice to pay and advance individuals based on merit and qualification. We place individuals in roles where they are best positioned to succeed based on these factors, along with capability and experience. We support career growth through mentorship, training courses, tuition reimbursement, nanodegrees, and partner degree programs, as well as leadership development programs. These tools and programs are and will continue to be open to all, consistent with Title VII, and based on achievement and contribution to our purpose and business objectives. Our hiring, training, and career development opportunities are not and will not be based on or limited by race, gender, or other protected characteristics. We do not and will not use hiring quotas based on race, sex, sexual orientation, or any other protected characteristic. Further, consistent with the current law, we removed training related to "diversity, equity and inclusion" as well as any references to it from our internal and external messaging and will ensure that future training is consistent with guidance released by the U.S. Equal Opportunity Commission addressing training that could facilitate discrimination in the workplace.²

² EEOC Guidance.



- **Employee Groups:** We recognize the rich history of our employee groups, dating back more than 50 years. Any AT&T employee can exercise their right to free association in joining any employee group and experience networking, leadership, professional development, and volunteerism opportunities. We ensure that these groups are driving business outcomes in support of the company's purpose and strategy and that their work in the community supports our efforts to deliver broadband to all. We maintain corporate oversight of our employee groups. To the extent that an employee group is focused on a demographic or protected characteristic, we do not and will not draw distinctions based on any of those characteristics in granting permission to establish groups or conduct events. We will continue to ensure that their policies support equal employment opportunity, and that employee group membership is not a factor in employment or advancement decisions.
- **Suppliers:** We award contracts to suppliers based on value, quality, function, and ability to serve our business objectives. Our supplier program has increased its focus on local and small businesses and drives economic empowerment across the country. Our procurement practices – including the awarding of contracts and supplier spending – are not based on any demographic-based goals, and we do not require our suppliers to meet any demographic-based goals. Any tracking and reporting of our supplier spending is done to comply with state laws, government contracting requirements, and similar reporting commitments.
- **External, sector-specific surveys:** We have narrowed our participation in external surveys only to measure employee engagement and our progress achieving the culture tenets discussed above. We will no longer participate in recognition surveys focused on protected characteristics.
- **Sponsorships:** We enter into sponsorships that help us reach multiple and varied audiences with messages about our superior products and services. We are always reviewing and optimizing how we budget in pursuit of our business priorities and have discontinued sponsorships that are not aligned to our current business strategy. Our sponsorship decisions will continue to be evaluated to align with increasing shareholder value and advancing our core business objectives of being the nation's best connectivity provider through 5G and fiber.



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We appreciate the opportunity to share this information with you. Our workplace and culture are important factors in building our nation's infrastructure and creating long-term shareholder value. With over 110,000 employees in the U.S. committed to millions of customers, we believe that all Americans benefit from our products, and we have focused our operations to connect all Americans to greater possibility with expertise, simplicity, and inspiration.

Should you have any questions or concerns, please do not hesitate to contact me directly.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "David McAtee II", with a long horizontal flourish extending to the right.

David McAtee II
Senior Executive Vice President and General Counsel
AT&T Inc.