

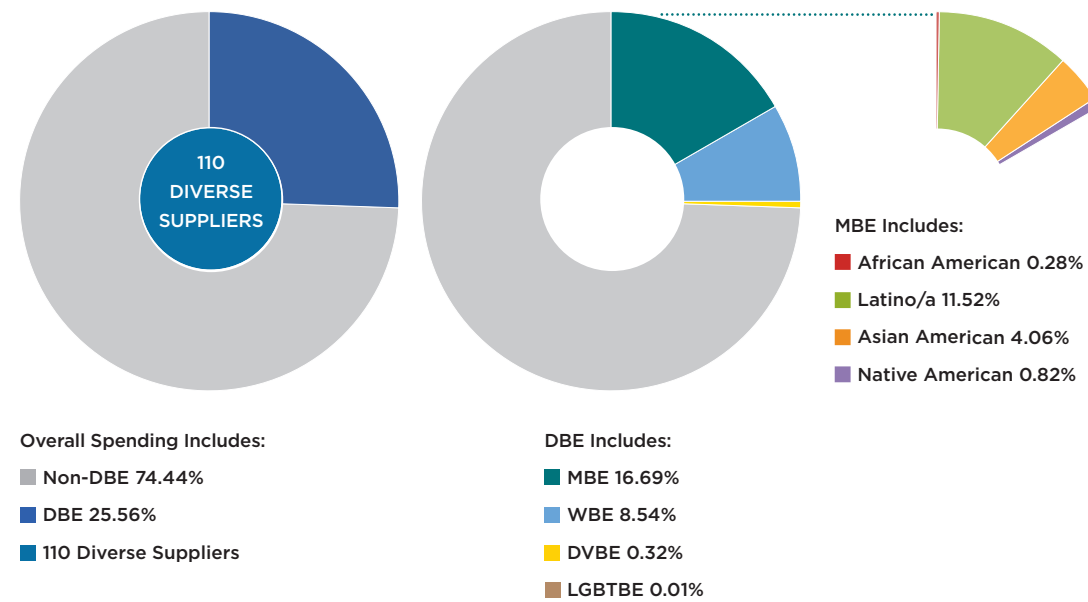
Frontier Communications

Headquarters: Stamford, CT

Total 2016 California Procurement: \$205,425,614

Category	Spend	Percentage	Legacy Average	Grade
All Diverse Business Enterprises (DBE)	\$52.51 M	25.56%	28.80%	C-
All Minority Business Enterprises (MBE)	\$34.28 M	16.69%	19.26%	C
African American	\$570.94 K	0.28%	3.85%	F
Latino/a	\$23.68 M	11.52%	7.32%	B
Asian American	\$8.35 M	4.06%	6.81%	C-
Native American	\$1.68 M	0.82%	1.01%	D+
Women of Color	\$6.58 M	3.20%	3.12%	C
Women Business Enterprises (WBE)	\$17.54 M	8.54%	8.30%	C
Disabled Veteran Business Enterprises (DVBE)	\$661.97 K	0.32%	1.05%	D-
Lesbian, Gay, Bisexual, and Transgender Business Enterprises (LGBTBE)	\$28.57 K	0.01%	0.08%	F

Company Overall Spending

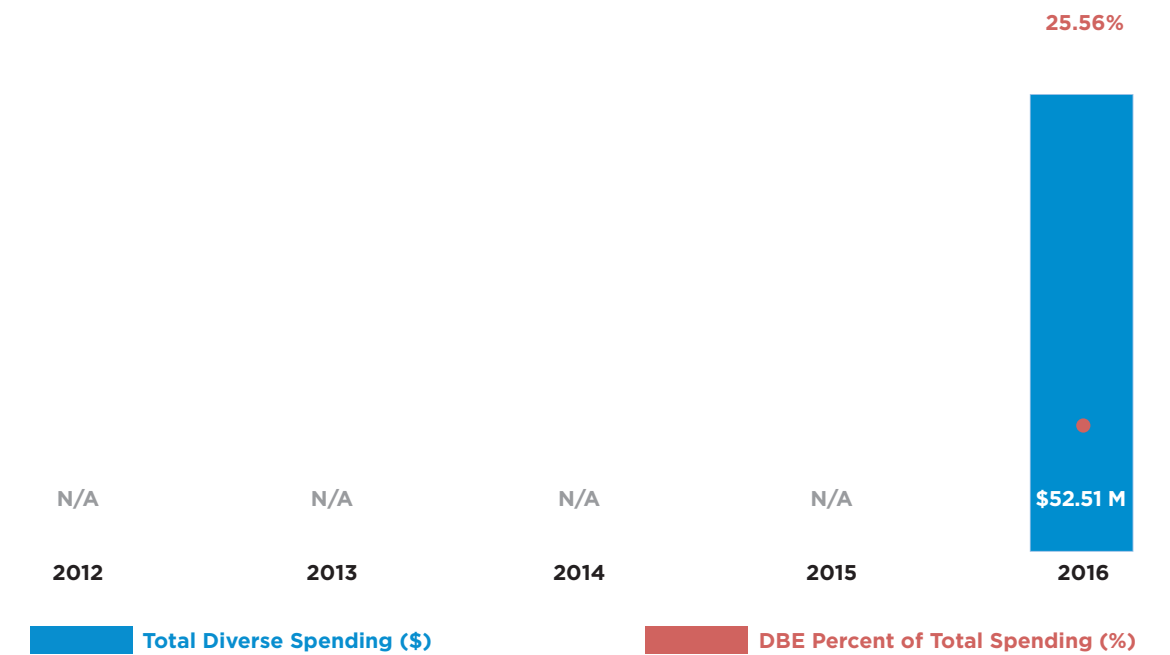


Supplier Diversity Infrastructure and Investment

Supplier Diversity Program Established	2016 ⁵
Full-time Staff Dedicated to Supplier Diversity	4
Supplier Diversity Program Cost	\$890,300
Champion Program	Yes. In 2016 the program had 18 active members.

This reporting year is the first for Frontier since it acquired Verizon California, which achieved 51.23 percent DBE spending in 2015. Before the merger, Frontier achieved just 5.5 percent DBE spending, suggesting that its jump to 22.56 percent in 2016 is more of a result of the merger than the success of an internal effort. In 2016 the company's leading areas of diverse spending included communications, wholesale trade, and business services. Frontier has taken steps over the past year to enhance its supplier diversity systems and increase its outreach to the business community. It must build on Verizon California's established best practices as it expands into California.

Frontier Communications DBE Trend



⁵ Frontier Communications merged with Verizon California in 2016, creating a new supplier diversity program.