

# Forward Together

**Measuring our movement  
towards a more diverse V Team.**

June 2020 Diversity Representation Report



# At Verizon, we celebrate our differences.

Diversity is more than a strength or superpower, it's core to how we continue to deliver at speed and scale to keep the world connected. There's more work to be done, and there always will be. We are committed to building sustainable equity within and beyond our walls.

Moving the world forward takes more than the best technology, it takes the best people with diverse backgrounds and perspectives. When all different people move together, the world shifts for the greater good.

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## A message from Hans.

We create the networks that move the world forward. By its very nature, the word network conveys unity, that we are stronger as a connected whole than as isolated actors. However, what gives us strength to deliver to our customers, shareholders, society and each other is that we are all different. No V Teamer is the same, and we draw from our diverse experiences and ideas to build and power the future.

However, championing diversity is not enough. We need to be a force for equality so that women and people of color have a clear path for advancement, so they never have to scale down their ambitions or anchor their dreams.

Sharing our data is only part of our path to progress. We know we have more work to do to make our workforce more diverse and inclusive at all levels, and you have my word that we will keep you informed as we go #ForwardTogether.

## A message from Christy.

We believe that businesses have the responsibility and power to shape a more equitable future, and it starts inside our walls. At Verizon, we strive to create a workplace where every employee is empowered to share their authentic selves and feel seen and heard as vital contributors to our purpose.

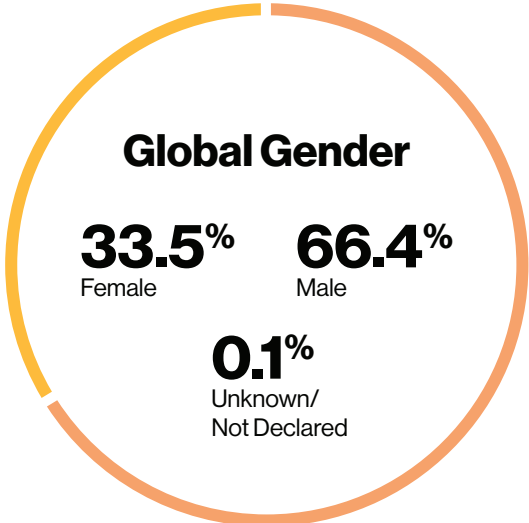
We are proud of our long-standing commitment to diversity, equity and inclusion. Through our hiring and outreach programs, we have a strong representation of women and people of color. In addition, we have extensive on-the-job training opportunities, tuition reimbursement programs, and career development support so that employees maximize their potential and thrive professionally.

We will continue to build a winning culture with high engagement and inclusion, measuring our progress quarterly through employee surveys. And we remain fiercely committed to equality, which includes pay equity in salary for women and men globally, and by race/ethnicity domestically in the United States.

Our greatest strength is our people, and we need diverse backgrounds and perspectives to help us become a better company and connect more meaningfully with our customers. Together, we will build a more diverse and inclusive Verizon workforce for the future.

# Diversity Across the V Team

## Global Gender by Position



### Associates

**25.0%** Female  
**75.0%** Male  
**0.0%** Unknown/Undeclared

### Salaried Management (Band 9)

**42.7%** Female  
**57.3%** Male  
**0.0%** Unknown/Undeclared

### Salaried Management (Band 8)

**47.6%** Female  
**52.0%** Male  
**0.4%** Unknown/Undeclared

### Salaried Management (Band 7)

**32.6%** Female  
**67.2%** Male  
**0.2%** Unknown/Undeclared

### Manager (Band 6)

**30.5%** Female  
**69.4%** Male  
**0.1%** Unknown/Undeclared

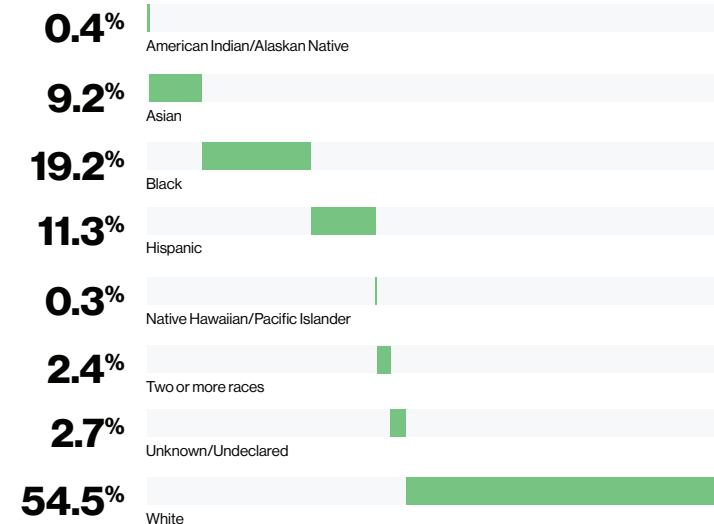
### Director (Band 5)

**31.3%** Female  
**68.6%** Male  
**0.1%** Unknown/Undeclared

### Sr. Management (Bands 4, 3, 2, and 1)

**36.6%** Female  
**63.4%** Male  
**0.0%** Unknown/Undeclared

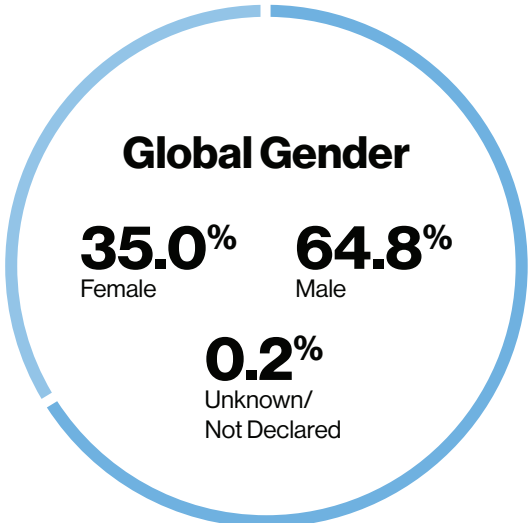
## U.S. Race/Ethnicity



## U.S. Race/Ethnicity by Position

	American Indian/ Alaskan Native	Asian	Black	Hispanic	Native Hawaiian/ Pacific Islander	Two or more races	Unknown/ Undeclared	White
Associates	0.3%	1.9%	23.5%	6.9%	0.2%	1.3%	2.6%	63.3%
Salaried Management (Band 9)	0.5%	3.1%	30.3%	22.4%	0.4%	4.8%	1.9%	36.6%
Salaried Management (Band 8)	0.7%	4.5%	30.9%	15.2%	0.5%	3.2%	2.5%	42.5%
Salaried Management (Band 7)	0.4%	13.9%	13.5%	10.7%	0.3%	2.3%	3.2%	55.7%
Manager (Band 6)	0.4%	19.5%	7.6%	7.5%	0.3%	1.9%	3.0%	59.8%
Director (Band 5)	0.4%	15.2%	6.9%	5.2%	0.1%	1.6%	3.0%	67.6%
Sr. Management (Bands 4, 3, 2, and 1)	0.3%	13.5%	9.9%	7.6%	0.0%	1.3%	2.3%	65.1%

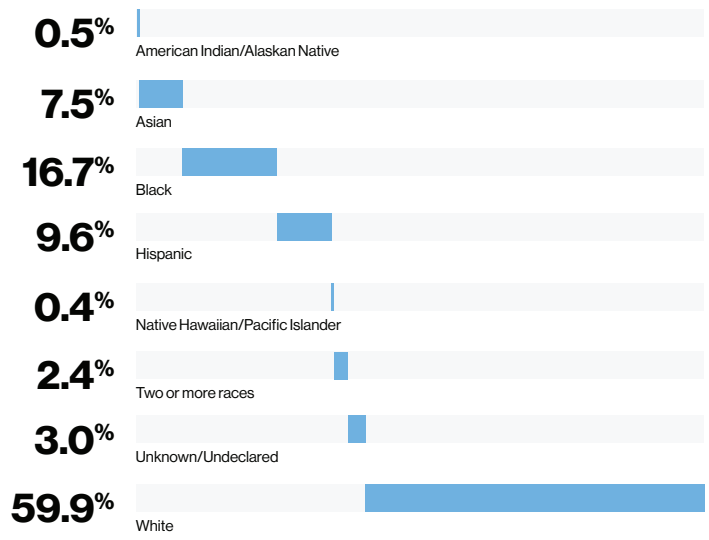
# Business Group



## Global Gender by Position

Position	Female	Male	Unknown/Undeclared
<b>Associates</b>	<b>76.3%</b>	<b>23.7%</b>	<b>0.0%</b>
<b>Salaried Management (Band 9)</b>	<b>18.5%</b>	<b>81.5%</b>	<b>0.0%</b>
<b>Salaried Management (Band 8)</b>	<b>46.9%</b>	<b>52.1%</b>	<b>1.0%</b>
<b>Salaried Management (Band 7)</b>	<b>31.1%</b>	<b>68.8%</b>	<b>0.1%</b>
<b>Manager (Band 6)</b>	<b>27.8%</b>	<b>72.2%</b>	<b>0.0%</b>
<b>Director (Band 5)</b>	<b>25.5%</b>	<b>74.5%</b>	<b>0.0%</b>
<b>Sr. Management (Bands 4, 3, 2, and 1)</b>	<b>28.6%</b>	<b>71.4%</b>	<b>0.0%</b>

## U.S. Race/Ethnicity

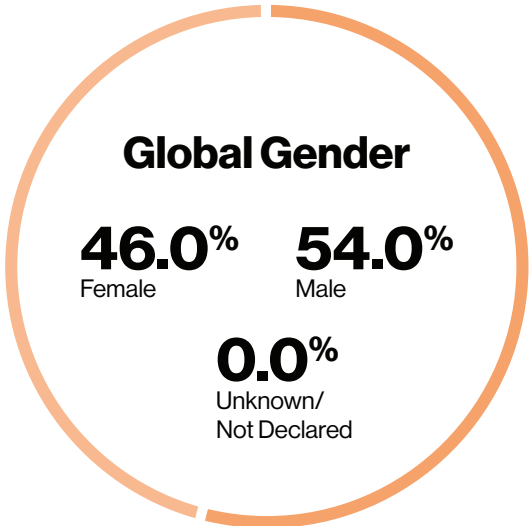


## U.S. Race/Ethnicity by Position

	American Indian/Alaskan Native	Asian	Black	Hispanic	Native Hawaiian/Pacific Islander	Two or more races	Unknown/Undeclared	White
Associates	0.4%	1.3%	34.4%	6.3%	0.0%	0.9%	4.3%	52.4%
Salaried Management (Band 9)	0.0%	2.5%	14.8%	18.5%	0.0%	11.1%	1.2%	51.9%
Salaried Management (Band 8)	0.4%	4.0%	33.6%	13.6%	0.7%	3.5%	3.1%	41.1%
Salaried Management (Band 7)	0.6%	7.6%	14.9%	10.8%	0.4%	2.6%	3.1%	60.0%
Manager (Band 6)	0.4%	10.4%	7.3%	7.0%	0.3%	1.9%	2.7%	70.0%
Director (Band 5)	0.6%	12.9%	3.2%	4.8%	0.3%	1.6%	1.9%	74.7%
Sr. Management (Bands 4, 3, 2, and 1)	0.0%	11.5%	7.7%	7.7%	0.0%	1.9%	1.9%	69.3%



# Consumer Group



## Global Gender by Position

### Associates

**61.5%** Female  
**38.5%** Male  
**0.0%** Unknown/Undeclared

### Salaried Management (Band 9)

**42.8%** Female  
**57.2%** Male  
**0.0%** Unknown/Undeclared

### Salaried Management (Band 8)

**58.6%** Female  
**41.4%** Male  
**0.0%** Unknown/Undeclared

### Salaried Management (Band 7)

**41.6%** Female  
**58.4%** Male  
**0.0%** Unknown/Undeclared

### Manager (Band 6)

**39.7%** Female  
**60.3%** Male  
**0.0%** Unknown/Undeclared

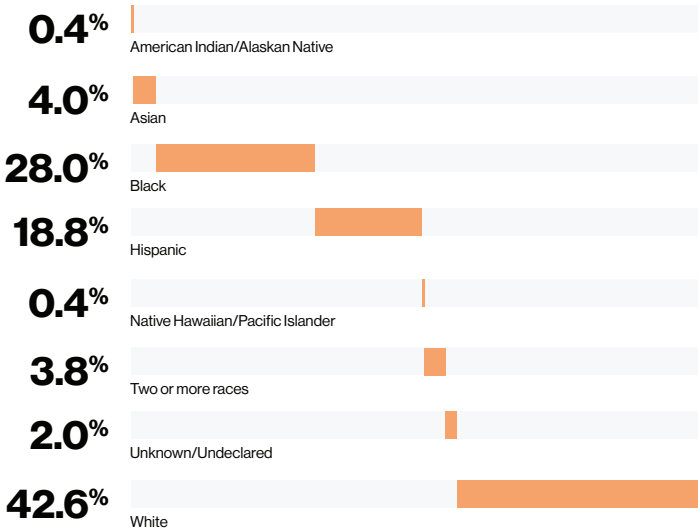
### Director (Band 5)

**32.8%** Female  
**67.2%** Male  
**0.0%** Unknown/Undeclared

### Sr. Management (Bands 4, 3, 2, and 1)

**42.9%** Female  
**57.1%** Male  
**0.0%** Unknown/Undeclared

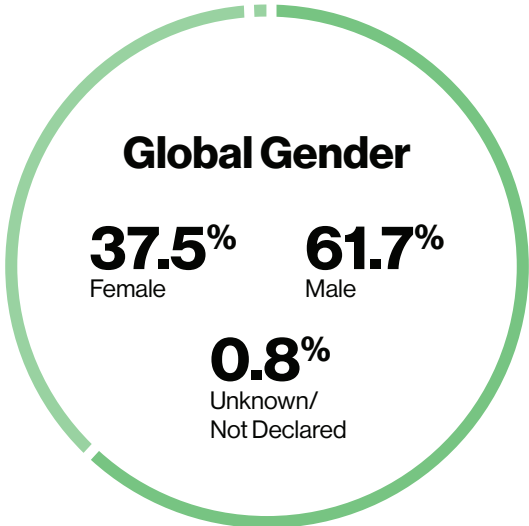
## U.S. Race/Ethnicity



## U.S. Race/Ethnicity by Position

	American Indian/Alaskan Native	Asian	Black	Hispanic	Native Hawaiian/Pacific Islander	Two or more races	Unknown/Undeclared	White
Associates	0.4%	2.5%	33.9%	10.7%	0.1%	2.4%	3.1%	46.9%
Salaried Management (Band 9)	0.5%	3.1%	30.4%	22.4%	0.4%	4.8%	1.9%	36.5%
Salaried Management (Band 8)	0.5%	1.3%	38.3%	18.2%	0.4%	3.3%	1.4%	36.6%
Salaried Management (Band 7)	0.3%	4.9%	20.4%	18.0%	0.6%	3.2%	1.7%	50.9%
Manager (Band 6)	0.3%	10.8%	13.6%	13.4%	0.3%	2.6%	1.8%	57.2%
Director (Band 5)	0.4%	11.5%	8.0%	8.8%	0.0%	0.8%	3.8%	66.7%
Sr. Management (Bands 4, 3, 2, and 1)	0.0%	7.1%	14.3%	16.7%	0.0%	2.4%	0.0%	59.5%

# Media Group



## Global Gender by Position

### Salaried Management (Band 9)

**50.00%** Female  
**50.00%** Male  
**0.0%** Unknown/  
Undeclared

### Salaried Management (Band 8)

**47.1%** Female  
**50.1%** Male  
**2.8%** Unknown/  
Undeclared

### Salaried Management (Band 7)

**40.3%** Female  
**59.0%** Male  
**0.7%** Unknown/  
Undeclared

### Manager (Band 6)

**30.3%** Female  
**69.0%** Male  
**0.7%** Unknown/  
Undeclared

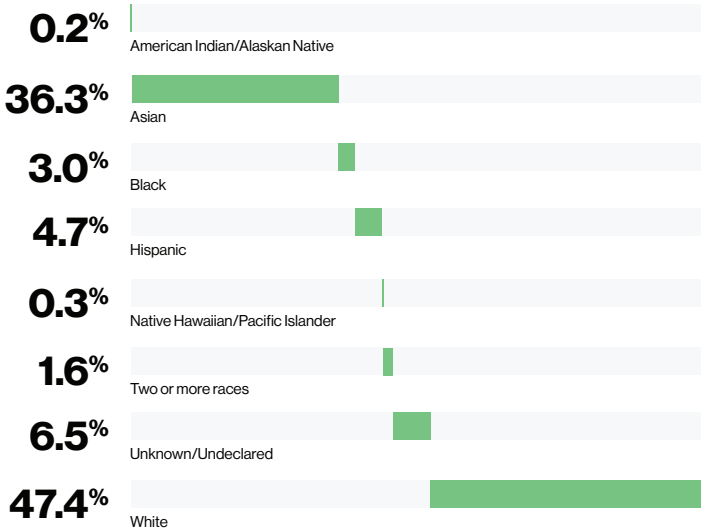
### Director (Band 5)

**23.4%** Female  
**75.8%** Male  
**0.8%** Unknown/  
Undeclared

### Sr. Management (Bands 4, 3, 2, and 1)

**41.7%** Female  
**58.3%** Male  
**0.0%** Unknown/  
Undeclared

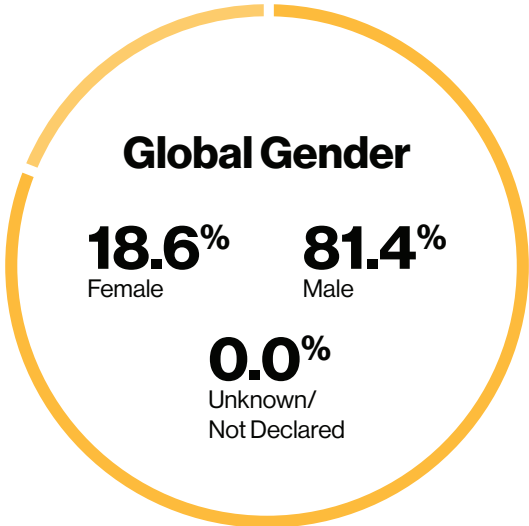
## U.S. Race/Ethnicity



## U.S. Race/Ethnicity by Position

	American Indian Alaskan Native	Asian	Black	Hispanic	Native Hawaiian/ Pacific Islander	Two or more races	Unknown/ Undeclared	White
Salaried Management (Band 9)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Salaried Management (Band 8)	0.8%	19.5%	6.5%	10.0%	0.8%	3.1%	10.7%	48.6%
Salaried Management (Band 7)	0.1%	37.6%	3.4%	5.1%	0.3%	1.6%	7.1%	44.8%
Manager (Band 6)	0.2%	36.5%	1.8%	3.5%	0.3%	1.5%	5.3%	50.9%
Director (Band 5)	0.0%	25.7%	2.7%	0.9%	0.0%	0.9%	3.5%	66.3%
Sr. Management (Bands 4, 3, 2, and 1)	0.0%	25.6%	0.0%	2.3%	0.0%	2.3%	9.3%	60.5%

# Global Network and Technology Group



## Global Gender by Position

### Associates

**15.0%** Female  
**85.0%** Male  
**0.0%** Unknown/Undeclared

### Salaried Management (Band 8)

**30.8%** Female  
**69.2%** Male  
**0.0%** Unknown/Undeclared

### Salaried Management (Band 7)

**20.8%** Female  
**79.2%** Male  
**0.0%** Unknown/Undeclared

### Manager (Band 6)

**20.2%** Female  
**79.8%** Male  
**0.0%** Unknown/Undeclared

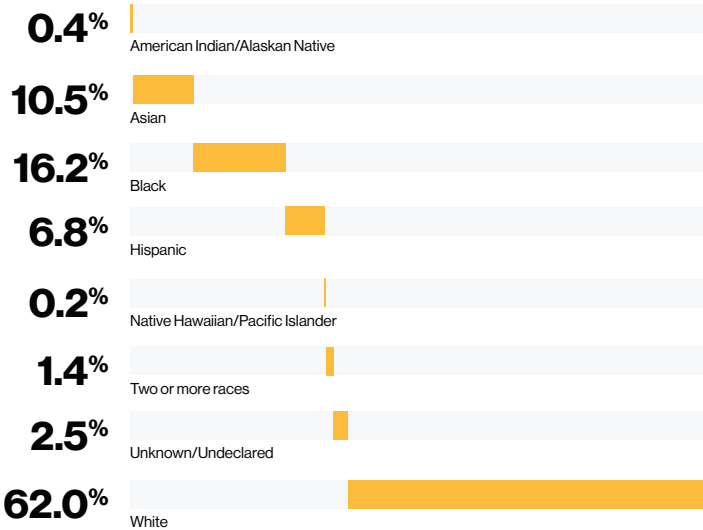
### Director (Band 5)

**21.5%** Female  
**78.5%** Male  
**0.0%** Unknown/Undeclared

### Sr. Management (Bands 4, 3, 2, and 1)

**32.7%** Female  
**67.3%** Male  
**0.0%** Unknown/Undeclared

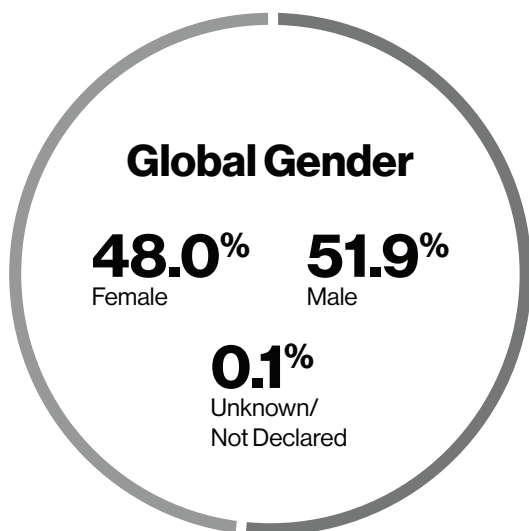
## U.S. Race/Ethnicity



## U.S. Race/Ethnicity by Position

	American Indian Alaskan Native	Asian	Black	Hispanic	Native Hawaiian/Pacific Islander	Two or more races	Unknown/Undeclared	White
Associates	0.3%	1.8%	21.0%	6.2%	0.2%	1.1%	2.5%	66.9%
Salaried Management (Band 8)	0.8%	10.4%	16.3%	13.2%	0.6%	2.2%	2.3%	54.2%
Salaried Management (Band 7)	0.4%	16.8%	11.9%	8.1%	0.2%	1.8%	2.6%	58.2%
Manager (Band 6)	0.5%	31.6%	5.4%	5.5%	0.3%	1.4%	2.7%	52.6%
Director (Band 5)	0.5%	25.7%	6.4%	6.0%	0.0%	1.8%	2.1%	57.5%
Sr. Management (Bands 4, 3, 2, and 1)	1.9%	20.4%	13.0%	1.9%	0.0%	0.0%	1.9%	60.9%

# Corporate



## Global Gender by Position

### Associates

39.3%	60.7%	0.0%
Female	Male	Unknown/Undeclared

### Salaried Management (Band 9)

0.0%	100%	0.0%
Female	Male	Unknown/Undeclared

### Salaried Management (Band 8)

60.1%	39.8%	0.1%
Female	Male	Unknown/Undeclared

### Salaried Management (Band 7)

49.6%	50.3%	0.1%
Female	Male	Unknown/Undeclared

### Manager (Band 6)

45.7%	54.3%	0.0%
Female	Male	Unknown/Undeclared

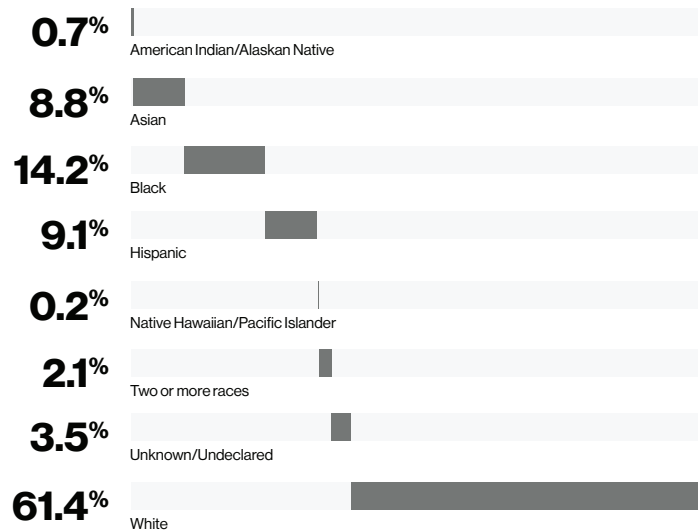
### Director (Band 5)

42.1%	57.7%	0.2%
Female	Male	Unknown/Undeclared

### Sr. Management (Bands 4, 3, 2, and 1)

38.1%	61.9%	0.0%
Female	Male	Unknown/Undeclared

## U.S. Race/Ethnicity



## U.S. Race/Ethnicity by Position

	American Indian/Alaskan Native	Asian	Black	Hispanic	Native Hawaiian/Pacific Islander	Two or more races	Unknown/Undeclared	White
Associates	0.6%	1.2%	24.0%	6.8%	0.0%	1.2%	2.2%	64.0%
Salaried Management (Band 9)	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Salaried Management (Band 8)	1.9%	5.6%	21.9%	12.4%	0.1%	3.2%	3.0%	51.9%
Salaried Management (Band 7)	0.7%	9.2%	14.2%	11.0%	0.2%	2.2%	3.4%	59.1%
Manager (Band 6)	0.2%	12.5%	8.7%	7.4%	0.2%	1.9%	4.3%	64.8%
Director (Band 5)	0.3%	8.5%	9.5%	4.2%	0.0%	1.8%	3.8%	71.9%
Sr. Management (Bands 4, 3, 2, and 1)	0.0%	8.9%	11.6%	8.9%	0.0%	0.9%	0.9%	68.8%