

AT&T Mobility Services LLC
and
Communications Workers of America

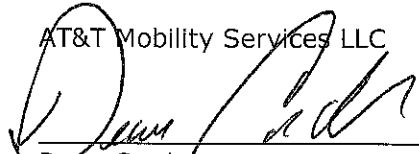
Company Proposal Package (CPP05-02-26-2024)
February 26, 2024

Action	Passed	Countered	Rejected	Withdrawn
Date:	02/26/24			
Time:	10:12pm			

The Parties agree to conform the new Purple Labor Agreement to include all additional items that were tentatively agreed upon by the Company and the Union during the collective bargaining process. All other items and conditions of the existing Purple Labor Agreement shall remain the same except as set forth in this Package Proposal and except as necessary to confirm the 2024 Purple Labor Agreement to the changes tentatively agreed to during bargaining.

The Union's Bargaining Committee, individually and collectively, has approved the terms of this Proposal, and recommended ratification of this Agreement.

AT&T Mobility Services LLC

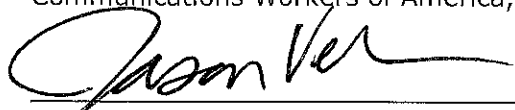


Dean Cordova
Lead Labor Relations

2/26/24 10:12pm

Date / Time

Communications Workers of America, District 6



Jason Vellmer
Administrative Director

2/26/24 10:12pm

Date / Time

THIS PROPOSAL MUST BE ACCEPTED OR REJECTED IN ITS ENTIRETY AND EFFECTIVELY REJECTS ALL PROPOSALS THAT ARE NOT INCLUDED IN THIS PROPOSAL PACKAGE.

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The Company submits the following Package Proposal for a successor collective bargaining agreement. Any Union proposals not addressed in this proposal are deemed rejected, however, all prior tentative agreements reached between the parties during 2024 negotiations are incorporated by reference in this document.

The provisions in this proposal shall be incorporated into the Purple Labor Agreement effective February 24, 2024, subject to receipt by the Company of written notification from an authorized representative of the Union that this Agreement has been duly ratified by the employees represented by the Union, provided said notification is received by the Company on or before 5:00 p.m. Central Time on 3/22/24. The Union specifically agrees to immediately commence ratification procedures following acceptance of this Package Proposal by the Parties. If the stated conditions are not met, this offer will have no force or effect, and all proposals made by the Company up to that time will be deemed withdrawn.

Subject to the parties executing this proposal by 11:59 pm Central Time on February 23, 2024, and the ratification of the 2024 Agreement by 3/22/24, the Company will pay the following General Wage Increases, Ratification Bonus, provide the enclosed benefits and implement the agreed upon work rules as soon as reasonably practicable following ratification of the new agreement.

If the stated conditions are met, the 2024 wage increases will be effective February 24, 2024, and the benefit changes will be effective at the beginning of the 2025 plan year.

THIS PROPOSAL MUST BE ACCEPTED OR REJECTED IN ITS ENTIRETY AND EFFECTIVELY REJECTS ALL PROPOSALS THAT ARE NOT INCLUDED IN THIS PROPOSAL PACKAGE.

GENERAL WAGE INCREASE

The top step of the wage tables for each job title shall be increased as shown in the table below. The remaining steps in the wage tables, other than step 1 which will remain the same as in the 2020 Regional Labor Agreement, will be exponentially increased.

Effective	Top Step	Bottom Step
02/24/2024	5.00%	No change
02/23/2025	3.00%	No change
02/22/2026	3.00%	No change
02/21/2027	3.00%	No change

Annual increases for 2024 through 2027 are effective on the dates indicated above. The Company will notify the Union when it is ready to implement the 2024 General Wage Increase retroactive to February 24, 2024. Employees whose current wages are above the maximum weekly rate in the wage table will be paid a lump sum payment equal to the annual contractual increase effective on the above identified dates.

The Company will notify the Union when it is ready to implement the 2024 wages to the Labor Agreement.

Effective February 23, 2025, an adjustment will be made in basic weekly rates in each wage schedule. The amount of the adjustment shall be 0.5 times the increase above three percent (3%) in the U.S. Department of Labor Statistics "CPI-W" (1982-84 = 100) for December 2024 over December 2023. The adjustment will be added to the 2025 general wage increase and applied to the steps of the wage tables. However, in no event shall the wage increase for 2025 exceed 5% in total.

Effective February 22, 2026, an adjustment will be made in basic weekly rates in each wage schedule. The amount of the adjustment shall be 0.5 times the increase above three percent (3%) in the U.S. Department of Labor Statistics "CPI-W" (1982-84 = 100) for December 2025 over December 2024. The adjustment will be added to the 2026 general wage increase and applied to the steps of the wage tables. However, in no event shall the wage increase for 2026 exceed 5% in total.

Effective February 21, 2027, an adjustment will be made in basic weekly rates in each wage schedule. The amount of the adjustment shall be 0.5 times the increase above three percent (3%) in the U.S. Department of Labor Statistics "CPI-W" (1982-84 = 100) for December 2026 over December 2025. The adjustment will be added to the 2027 general wage increase and applied to the steps of the wage tables. However, in no event shall the wage increase for 2027 exceed 5% in total.

Examples of how an adjustment, where applicable, may be applied to the relevant GWI are as follows:

Example 1:

December 2023 CPI-W = 291.051

December 2024 CPI-W = 308.514

Wage Schedule XXX – Top Step as of February 24, 2024 - \$1000.00 per week

Wage Schedule XXX – Top Step as of February 23, 2025 - \$1030.00 (per the original 3% GWI)

$$\begin{aligned}
 \text{COLA adjustment} &= \left(\left[\frac{\text{December 2024 CPI-W} + \text{December 2023 CPI-W}}{2} - 1 \right] - 0.03 \right) \times 0.5 = \\
 &= \left(\left[\frac{308.514 + 291.051}{2} - 1 \right] - 0.03 \right) \times 0.5 = \left([1.06 - 1] - 0.03 \right) \times 0.5 = \\
 &= (0.06 - 0.03) \times 0.5 = 0.03 \times 0.5 = \\
 &= 0.015 \text{ or } 1.5\%
 \end{aligned}$$

$$\text{Adjusted GWI} = 0.03 + .015 =$$

0.045 or 4.5%

New wage schedule = \$1000.00 x 0.045 (4.5%) = \$45
 = \$1000.00 + \$45 = \$1045.00 (round to the nearest 50 cent if necessary)

Example 2:

December 2024 CPI-W = 308.514

December 2025 CPI-W = 333.195

Wage Schedule XXX – Top Step as of February 23, 2025 - \$1045.00 per week

Wage Schedule XXX – Top Step as of February 22, 2026 - \$1061.00 (per the original 3% GWI)

COLA adjustment = $[(\text{December 2025 CPI-W} \div \text{December 2024 CPI-W}) - 1] - 0.03) \times 0.5 =$
 $[(333.195 \div 308.514) - 1] - 0.03) \times 0.5 = [(1.08 - 1) - 0.03) \times 0.5 =$
 $(0.08 - 0.03) \times 0.5 = 0.05 \times 0.5 =$
 0.025 or 2.5%

Adjusted GWI = 0.03 + .025 = 0.055 or 5.5%. Since the cap is 5% this is lowered to 5%

New wage schedule = \$1045.00 x 0.05 (5%) = \$52.55
 = \$1045.00 + \$52.25 = \$1097.25.
 = \$1097.50 (round to the nearest 50 cent)

RATIFICATION BONUS

A \$1000 lump sum ratification bonus shall be paid if the Company receives official notice of ratification from the Union on or before 5:00 p.m. Central Time on 3/22/24, 2024. Employees must be on payroll in a Mobility District 6 bargained title on both the Ratification Date and the payout date to be eligible to receive the payment. All payments will be subject to normal wage withholdings and deductions. The Company will pay this bonus within a reasonable time following the Ratification Date.

WORK RULE DIFFERENTIAL MONETARY ADJUSTMENTS

Any work rule differential monetary adjustment payments provided as a result of the Parties' negotiations shall not be paid retroactively and will be paid prospectively only. The Company shall make such prospective payments within a reasonable time following the Ratification Date. Interest shall not accrue or be payable by the Company on any of the amounts set forth above.

WAGE TABLE UPGRADES

RETAIL SALES CONSULTANT

The Company will implement an upgraded Retail Sales Consultant Wage Table. Below is an example of slotting into the 2024 upgraded wage table.

Step	2023	2024 GWI	2024 Upgrade
1	402.50	402.50	515.50
2	430.00	432.00	542.50
3	460.00	463.50	571.50
4	491.50	497.50	602.00
5	525.50	534.00	634.50
6	561.50	573.00	668.00
7	600.00	615.00	704.00
8	641.50	660.00	741.50
9	685.50	708.50	781.00
10	733.00	760.50	823.00
11	783.50	816.00	867.00
12	837.50	876.00	913.00
13	895.00	940.00	962.00

Process for Movement into Upgraded Wage Table:

1. Employees will receive the 2024 General Wage Increase (GWI) as negotiated and applied to the current 2023 table.
2. The Company will complete the movement into the upgraded table within a reasonable period of time after the Contract Ratification Date.
3. Employees will be slotted into the closest step on the upgraded table that is equal to, but not less than, their 2024 rate in the current RSC table.
4. The next applicable, step increase will be six (6) months from the date of the move into the updated table in accordance with wage progression rules.

SR IN HOME SALES EXPERT

The Company will implement an upgraded Sr In Home Sales Expert Wage Table. Below is an example of slotting into the 2024 upgraded wage table.

Step	2023	2024 GWI	2024 Upgrade
1	513.50	513.50	600.00
2	538.50	540.50	627.50
3	565.00	569.50	656.00
4	592.50	599.50	686.50
5	621.00	631.50	717.50
6	651.50	665.00	750.50
7	683.00	700.00	785.00
8	716.50	737.00	821.00
9	751.50	776.50	858.50
10	788.00	817.50	898.00
11	826.50	861.00	939.00
12	867.00	906.50	982.00
13	909.00	954.50	1027.00

Process for Movement into Upgraded Wage Table:

1. Employees will receive the 2024 General Wage Increase (GWI) as negotiated and applied to the current 2023 table.
2. The Company will complete the movement into the upgraded table within a reasonable period of time after the Contract Ratification Date.
3. Employees will be slotted into the closest step on the upgraded table that is equal to, but not less than, their 2024 rate in the current Sr In Home Sales Expert table.
4. The next applicable, step increase will be twelve (12) months from the date of the move into the updated table in accordance with wage progression rules.

RECLASSIFICATION OF CSR1 AND CSR WFH

Designated Call Center employees in the Mobility Purple Call Center titles shown below will transition to the Premier Service Consultant / WFH titles:

- Customer Service Representative 1
- Customer Service Representative WFH

Employees in any of the Premier Service Consultant Titles can perform any of the work currently performed by the titles listed above.

Below is an example for slotting into the 2024 Premier Service Consultant Wage Table:

CSR Table			PSC Table	
Step	2023	2024 GWI	2024 Upgrade	
1	414.50	414.50		600.00
2	440.00	442.00		623.00
3	467.00	471.00		646.50
4	495.50	502.00		671.00
5	526.00	534.50		696.50
6	558.50	570.00		723.00
7	592.50	607.50		750.50
8	629.00	647.50		779.00
9	667.50	690.00		809.00
10	708.50	735.00		839.50
11	752.50	783.50		871.50
12	798.50	835.00		904.50
13	847.50	890.00		939.00

Process for Movement into new titles:

1. Employees will receive the 2024 General Wage Increase (GWI) as negotiated in their current titles.
2. The Company will complete the movement into the Premier Service Consultant titles within a reasonable period of time after the Contract Ratification Date.
3. Employees will be slotted into the closet step on the new Premier Service Consultant wage step that is equal to, but not less than their current title's 2024 rate.
4. The next applicable step increase will be six (6) months from the date of the move into the Premier Service Consultant title in accordance with wage progression rules.
5. The provisions of Article 19, Section 1.c. will not apply.

APPENDIX A – NEW TITLES

BUSINESS PREMIER SERVICE CONSULTANT

A new title of Business Premier Service Consultant (BPSC) will be created. Call Center employees in the designated Mobility Purple Business Call Center titles shown below will transition to the new title:

- Business Customer Service Specialist I
- Business Customer Service Specialist II
- Customer Support Specialist

Employees in the Business Premier Service Consultant title can perform any of the work currently performed by the titles listed above.

Below is an example for slotting into the 2024 Business Premier Service Consultant Wage Table:

BCSSI Table			BPSC Table	
Step	2023	2024 GWI	2024 Upgrade	
1	414.50	414.50		600.00
2	440.00	442.00		623.00
3	467.00	471.00		646.50
4	495.50	502.00		671.00
5	526.00	534.50		696.50
6	558.50	570.00		723.00
7	592.50	607.50		750.50
8	629.00	647.50		779.00
9	667.50	690.00		809.00
10	708.50	735.00		839.50
11	752.50	783.50		871.50
12	798.50	835.00		904.50
13	847.50	890.00		939.00

Process for Movement into new titles:

1. Employees will receive the 2024 General Wage Increase (GWI) as negotiated in their current titles.
2. The Company will complete the movement into the Business Premier Service Consultant title within a reasonable period of time after the Contract Ratification Date.
3. Employees will be slotted into the closet step on the new Business Premier Service Consultant wage step that is equal to, but not less than their current title’s 2024 rate.
4. The next applicable step increase will be six (6) months from the date of the move into the Business Premier Service Consultant title in accordance with wage progression rules.
5. The provisions of Article 19, Section 1.c. will not apply.
6. An Employee whose weekly rate is currently higher than top step of the wage table agreed to by the Company and the Union will be pay protected at their higher rate until such time he or she voluntarily changes positions or in the event the negotiated rate for top Step 13 of the new table exceeds the protected pay. At such time, the employee’s pay will be unlocked, and the employee will be placed on the higher Step 13 rate of the Business Premier Service Consultant table.

This Agreement is between the COMMUNICATIONS WORKERS OF AMERICA, DISTRICT 6 (hereinafter called the "Union" or the CWA), and AT&T MOBILITY SERVICES LLC ~~herein after called and AT&T CUSTOMER SERVICES, INC.~~ (collectively referenced as "the Company") (the Company and Union are collectively referenced as "Parties"), on behalf of all bargaining units represented by the Union ("Agreement"). Subject to the Company receiving written notice on or before ~~XXXXX-XX, 2020~~ from an authorized representative of the Union that this Agreement has been duly ratified by the employees represented by the Union and approved by the CWA International President, the Parties mutually agree as follows.

~~The benefit provisions of the successor National Bargained Benefit Plan ("NBBP") and its Attachments effective for the calendar years of 2017-2020 are not a subject of this Agreement and nothing in this Agreement, including but not limited to the definitions of Current Employees, 2017 New Hires and 2021 New Hires shall apply to the National Bargained Benefit Plan for any purpose.~~

The means for fulfilling the terms of this Agreement may be the Company's adoption of its own plan and associated plan document or participation in an equivalent plan having a plan document that includes, for bargained-for employees, the benefits agreed to be provided pursuant to this Agreement and substantially the terms, provisions and conditions under which such benefits are to be provided. The sole remedy for issues with respect to the validity or amount of any claim for benefits is the claim and appeal process as defined in the individual benefits plans and programs. The parties agree to the plans and programs described below. Copies of the plan documents, Summary Plan Descriptions (SPDs) and Summary of Material Modifications (SMMs) of these plans, policies and programs have been provided to the Union. If there is any difference between these SPDs and the ERISA plans or programs (including amendments thereto), the plan texts shall govern.

It is understood that certain benefits provided under the Agreement are subject to change to comply with implementation of the Patient Protection and Affordable Care Act (PPACA) and associated regulations and agency guidance. The Company will notify the Union of the changes the Company makes to conform the benefits under this Agreement with final regulations and guidance under PPACA and any amendment determined to be necessary due to changes in the law. Should any of these changes require bargaining, all other terms and provisions of this Agreement will remain in effect through expiration.

The Company retains the right to make administrative changes, corrections, and adjustments to the Agreement according to its fiduciary responsibilities. No administrative changes, corrections or adjustments shall have the effect of diminishing the plan benefits negotiated by the Parties. Benefit Claims will be governed by the ERISA Plan(s) appeal process terms and will not be subject to grievance or arbitration.

For purposes of this Agreement (including Exhibit 1) only, unless noted otherwise, and except that Pension and Savings Benefit Plans will be treated as described in Section 2 below:

- Mobility District 6 bargained employees hired, rehired or transferred (including transfers pursuant to the National Transfer Plan (NTP)) into Mobility Purple bargained titles before January 1, 2017 shall be referred to as "Current Employees". "Current Employees" shall also include transfers from Mobility Districts 1,2-13,4,7,9 and 3 hired or rehired before January 1, 2017;
- Mobility District 6 bargained employees hired, rehired or transferred (including transfers pursuant to the NTP) into Mobility Purple bargained titles on or after January 1, 2017 and before January 1, 2025~~4~~ shall be referred to as "2017 New Hires". "2017 New Hires" shall also include transfers from Mobility Districts 1,2-13,4,7,9 and 3 hired or rehired on or after January 1, 2017 and before January 1, 2025~~4~~;
- ~~Mobility District 6 bargained employees hired, rehired or transferred (including transfers pursuant to the NTP) into Mobility Purple bargained titles on or after January 1, 2021 shall be referred to as "2021 New Hires". "2021 New Hires" shall also include transfers from Mobility Districts 1,2-13,4,7,9 and 3 hired or rehired on or after January 1, 2021;~~

- Mobility District 6 bargained employees hired, rehired or transferred (including transfers pursuant to the NTP) into Mobility Purple bargained titles on or after January 1, 2025 shall be referred to as "2025 New Hires". "2025 New Hires" shall also include transfers from Mobility Districts 1,2-13,4,7,9 and 3 hired or rehired on or after January 1, 2025;
- Current Employees, 2017 New Hires and 2025⁴ New Hires shall be referred to collectively as "Employees".

Effective January 1, 2025⁴ unless noted otherwise, Current Employees, 2017 New Hires and 2025⁴ New Hires shall be eligible to participate in the benefit plans or programs identified in the chart below by an "X", with the plan terms, conditions and provisions which were in effect on February 23⁴, 2024⁹ as described in the applicable SPDs and SMMs, except as noted herein.

Plan/Program/Policy	Current Employees	2017 New Hires and 2025 New Hires	2021 New Hires
AT&T Mobility <u>Purple</u> Medical Program (program name expected to change for 2021)	X	X	X
AT&T Dental Program (Bargained Employees)	X	X	X
AT&T Vision Program (Bargained Employees)	X	X	X
AT&T CarePlus – A Supplemental Benefit Program	X	X	X
AT&T Employee Assistance Program	X	X	X
AT&T Group Life Insurance Program for Active Employees ¹	X	X	X
AT&T Consolidated Long-Term Care Insurance Plan (closed to new entrants 5/1/2012) ²	X		
AT&T Adoption Reimbursement Assistance Policy AT&T Surrogacy Reimbursement Policy AT&T Cryopreservation Reimbursement Policy	X	X	X
AT&T Tuition Reimbursement Policy	X	X	X
AT&T Commuter Benefits Policy	X	X	
AT&T Flexible Spending Account Plan	X	X	X
AT&T Mobility Disability Benefits Program for Southwest Bargained Employees	X		
AT&T Disability Income Program ³		X	X

¹ This program includes Supplemental Life Insurance and Dependent Life Insurance provisions.
² The Company may unilaterally discontinue or modify the AT&T Consolidated Long-Term Care Insurance Plan from time-to-time without further discussions with the Union.
³ ~~Effective on January 1, 2021, 2021 New Hires will be eligible for the AT&T Disability Income Program.~~

Section 1: HEALTH AND WELFARE BENEFIT PLANS

Current Employees, 2017 New Hires and 2025¹ New Hires	
Effective Date(s)	1/1/2025 ¹ , unless noted otherwise
MEDICAL PROGRAM BENEFITS	
Program	<p><u>2025¹ New Hires, 2017 New Hires and Current Employees</u> AT&T Mobility <u>Purple</u> Medical Program*</p> <p>(program name expected to change for 2021)</p> <p>Fully-insured coverage options such as HMOs continue to be available at the discretion of the Company.</p> <p>*This document highlights key elements of program design. For complete program details, refer to the applicable Summary Plan Description (SPD) & associated Summary of Material Modifications (SMMs).</p>
Eligibility for Coverage	<p><u>2025¹ New Hires, 2017 New Hires and Current Employees</u> Eligibility for coverage begins on the employee's date of hire, provided the employee enrolls within the 31-day enrollment period. Employees pay the full cost of coverage until eligible for Company Subsidy*.</p> <p>*Temporary Employees who enroll will not be eligible for subsidized coverage.</p>
Eligibility for Company Subsidy	<p><u>2025¹ New Hires, 2017 New Hires and Current Employees</u> No change from current program</p> <p><u>Eligibility for Company Subsidy begins on the employee's date of hire, provided the employee enrolls within the 31-day enrollment period.</u></p> <p>Individual Coverage*: Company subsidy for Employees enrolled in Company-sponsored Individual medical coverage (including fully insured coverage options, if available) will begin on the first day of the month in which 90 days of net credited service (NCS) is attained (also referred to as term of employment (TOE)). Employees with less than 90 days of NCS will be eligible to enroll in Company-sponsored medical coverage (including fully insured coverage options, if available) but are required to pay 100% of the cost of coverage.</p> <p>Individual+Child(ren), Individual+Spouse and Family Coverage*: Company subsidy for Employees enrolled in Company-sponsored medical coverage other than Individual coverage will begin on the first day of the month in which 6 months of net credited service (NCS) is attained (also referred to as term of employment (TOE)). Employees with less than 91 days of NCS may enroll in Company-sponsored medical coverage (including fully insured coverage options, if available) but are required to pay 100% of the cost of coverage. Employees with more than 90 days of NCS and less than 6 months of NCS may enroll in Company-sponsored medical coverage (including fully insured coverage options, if available) but are required to pay 100% of the cost of coverage reduced by the company subsidy for the Individual coverage tier.</p> <p>*Temporary Employees who enroll will pay 100% of the full cost of coverage.</p>
EE Class	Full Time & Part Time Regular Employees, and Full-time Temporary Employees

Current Employees, 2017 New Hires and 20254 New Hires																																																			
Health Reimbursement Account (HRAs)	<p><u>20254 New Hires, 2017 New Hires and Current Employees</u> None.</p>																																																		
Health Savings Account (HSAs)	<p><u>2025 New Hires, 2017 New Hires and Current Employees</u></p> <p><u>Employees who meet the legal requirements can continue to elect to make pre-tax payroll contributions to an HSA via the Section 125 Cafeteria Plan up to the HSA annual maximum set by the IRS.</u></p> <p><u>In 2025, the Company will provide a Company Contribution to Active Employees' HSA who meet the following criteria:</u></p> <ul style="list-style-type: none"> • <u>Enroll in an AT&T sponsored medical option that meets IRS qualifications for pre-tax HSA contributions</u> • <u>Have or establish an HSA account with the Company HSA administrator</u> • <u>Provided the below options meet annual IRS criteria as HSA-qualified High Deductible Health Plans, the Company will match up to the below amounts for employees who elect to make payroll deduction contributions in an amount equal to or greater than the minimum amounts, outlined below:</u> <ul style="list-style-type: none"> o <u>Option 2 and Option 3:</u> <ul style="list-style-type: none"> ▪ <u>Individual: \$250</u> ▪ <u>Individual + Child(ren), Individual + Spouse/Partner or Family: \$250</u> 																																																		
Full Time EE Contribution Per Month	<p>No active participating Employee will pay more than 100% of the cost of coverage.</p> <p><u>2017 New Hires and Current Employees</u></p> <p>Option 1:</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th></th> <th><u>20254</u></th> <th><u>20262</u></th> <th><u>20273</u></th> <th><u>20284</u></th> </tr> </thead> <tbody> <tr> <td>Individual</td> <td><u>\$149</u> <u>\$122</u></td> <td><u>\$157</u> <u>\$127</u></td> <td><u>\$165</u> <u>\$133</u></td> <td><u>\$173</u> <u>\$139</u></td> </tr> <tr> <td>Individual + Spouse</td> <td><u>\$421</u> <u>\$344</u></td> <td><u>\$442</u> <u>\$359</u></td> <td><u>\$464</u> <u>\$374</u></td> <td><u>\$488</u> <u>\$392</u></td> </tr> <tr> <td>Individual + Child(ren)</td> <td><u>\$263</u> <u>\$215</u></td> <td><u>\$276</u> <u>\$224</u></td> <td><u>\$290</u> <u>\$234</u></td> <td><u>\$305</u> <u>\$245</u></td> </tr> <tr> <td>Family</td> <td><u>\$453</u> <u>\$370</u></td> <td><u>\$475</u> <u>\$385</u></td> <td><u>\$499</u> <u>\$402</u></td> <td><u>\$524</u> <u>\$422</u></td> </tr> </tbody> </table> <p>Option 2:</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th></th> <th><u>20252024</u></th> <th><u>20262022</u></th> <th><u>20272023</u></th> <th><u>20282024</u></th> </tr> </thead> <tbody> <tr> <td>Individual</td> <td><u>\$77</u> <u>\$82</u></td> <td><u>\$81</u> <u>\$87</u></td> <td><u>\$87</u> <u>\$93</u></td> <td><u>\$93</u> <u>\$99</u></td> </tr> <tr> <td>Individual + Spouse</td> <td><u>\$216</u> <u>\$231</u></td> <td><u>\$230</u> <u>\$246</u></td> <td><u>\$245</u> <u>\$262</u></td> <td><u>\$262</u> <u>\$280</u></td> </tr> <tr> <td>Individual + Child(ren)</td> <td><u>\$135</u> <u>\$144</u></td> <td><u>\$143</u> <u>\$153</u></td> <td><u>\$153</u> <u>\$164</u></td> <td><u>\$163</u> <u>\$174</u></td> </tr> <tr> <td>Family</td> <td><u>\$232</u> <u>\$248</u></td> <td><u>\$247</u> <u>\$264</u></td> <td><u>\$263</u> <u>\$282</u></td> <td><u>\$281</u> <u>\$300</u></td> </tr> </tbody> </table>		<u>20254</u>	<u>20262</u>	<u>20273</u>	<u>20284</u>	Individual	<u>\$149</u> <u>\$122</u>	<u>\$157</u> <u>\$127</u>	<u>\$165</u> <u>\$133</u>	<u>\$173</u> <u>\$139</u>	Individual + Spouse	<u>\$421</u> <u>\$344</u>	<u>\$442</u> <u>\$359</u>	<u>\$464</u> <u>\$374</u>	<u>\$488</u> <u>\$392</u>	Individual + Child(ren)	<u>\$263</u> <u>\$215</u>	<u>\$276</u> <u>\$224</u>	<u>\$290</u> <u>\$234</u>	<u>\$305</u> <u>\$245</u>	Family	<u>\$453</u> <u>\$370</u>	<u>\$475</u> <u>\$385</u>	<u>\$499</u> <u>\$402</u>	<u>\$524</u> <u>\$422</u>		<u>20252024</u>	<u>20262022</u>	<u>20272023</u>	<u>20282024</u>	Individual	<u>\$77</u> <u>\$82</u>	<u>\$81</u> <u>\$87</u>	<u>\$87</u> <u>\$93</u>	<u>\$93</u> <u>\$99</u>	Individual + Spouse	<u>\$216</u> <u>\$231</u>	<u>\$230</u> <u>\$246</u>	<u>\$245</u> <u>\$262</u>	<u>\$262</u> <u>\$280</u>	Individual + Child(ren)	<u>\$135</u> <u>\$144</u>	<u>\$143</u> <u>\$153</u>	<u>\$153</u> <u>\$164</u>	<u>\$163</u> <u>\$174</u>	Family	<u>\$232</u> <u>\$248</u>	<u>\$247</u> <u>\$264</u>	<u>\$263</u> <u>\$282</u>	<u>\$281</u> <u>\$300</u>
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Current Employees, 2017 New Hires and 20254 New Hires				
Option 3:				
	20254	20262	20273	20284
Individual	\$28 \$18	\$33 \$24	\$39 \$30	\$46 \$36
Individual + Spouse	\$79 \$60	\$94 \$68	\$111 \$86	\$129 \$103
Individual + Child(ren)	\$49 \$31	\$59 \$43	\$69 \$53	\$81 \$64
Family	\$85 \$54	\$101 \$74	\$119 \$92	\$139 \$110
<u>20254 New Hires</u>				
Option 1:				
	20254	20262	20273	20284
Individual	\$177	\$186 \$152	\$195	\$205
	\$145		\$158	\$166
Individual + Spouse	\$499	\$524	\$550	\$578
	\$410	\$427	\$446	\$468
Individual + Child(ren)	\$311	\$327	\$343	\$361
	\$256	\$267	\$279	\$292
Family	\$536	\$563	\$591	\$621
	\$440	\$459	\$480	\$503
Option 2:				
	20254	20262	20273	20284
Individual	\$104	\$110	\$117	\$125
	\$105	\$111	\$119	\$126
Individual + Spouse	\$293	\$311	\$331	\$352
	\$296	\$314	\$334	\$355
Individual + Child(ren)	\$183	\$194	\$206	\$220
	\$185	\$196	\$209	\$222
Family	\$315	\$334	\$355	\$378
	\$319	\$338	\$359	\$382
Option 3:				
	20254	20262	20273	20284
Individual	\$56 \$41	\$62 \$49	\$70 \$56	\$78 \$63
Individual + Spouse	\$157	\$176	\$197	\$219
	\$115	\$137	\$158	\$178
Individual + Child(ren)	\$98 \$72	\$110 \$86	\$123 \$98	\$137
	\$168	\$189	\$211	\$236
Family	\$124	\$147	\$169	\$192
Part Time EE Contributions	No active participating Employee will pay more than 100% of the cost of coverage. <u>20254 New Hires, 2017 New Hires and Current Employees</u> No change from current program.			

Current Employees, 2017 New Hires and 20251 New Hires									
	<p><u>Based on Scheduled hrs./week:</u></p> <ul style="list-style-type: none"> • Greater than or equal to 20 hrs. = 50% of full cost of coverage*. • Less than 20 hrs. = 100% of full cost of coverage* with no Company subsidy. <p>* Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p>								
Working Spouse/ Partner Contribution	<p><u>20251 New Hires, 2017 New Hires and Current Employees</u></p> <p><u>Spouse/Partner Access to Medical Coverage Additional Medical Contribution:</u> Participants whose spouse/partner enrolls in AT&T-sponsored medical coverage (within either self-insured or fully insured programs) but otherwise has access to medical coverage through their employer, excluding AT&T, will pay an additional monthly contribution toward their cost of coverage. The monthly additional contribution is shown below. The participant must attest that his or her spouse/partner does not have access to medical coverage otherwise the additional contribution will be applied.</p> <p>Additional Monthly Medical Contribution:</p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;"><u>20251</u></td> <td style="text-align: center;"><u>20262</u></td> <td style="text-align: center;"><u>20273</u></td> <td style="text-align: center;"><u>20284</u></td> </tr> <tr> <td style="text-align: center;">\$<u>1300</u></td> <td style="text-align: center;">\$<u>13500</u></td> <td style="text-align: center;">\$<u>14045</u></td> <td style="text-align: center;">\$<u>14525</u></td> </tr> </table>	<u>20251</u>	<u>20262</u>	<u>20273</u>	<u>20284</u>	\$ <u>1300</u>	\$ <u>13500</u>	\$ <u>14045</u>	\$ <u>14525</u>
<u>20251</u>	<u>20262</u>	<u>20273</u>	<u>20284</u>						
\$ <u>1300</u>	\$ <u>13500</u>	\$ <u>14045</u>	\$ <u>14525</u>						
Tobacco Use Contribution	<p><u>20251 New Hires, 2017 New Hires and Current Employees</u></p> <p><u>Tobacco Use Additional Medical Contribution:</u> Employees and/or spouses/partners who use tobacco, are enrolled in AT&T-sponsored medical coverage (within either self-insured or fully insured programs) and who choose not to participate in a designated Tobacco Cessation program will pay an additional monthly contribution toward their cost of coverage. The employee and/or spouse/partner must attest to no tobacco usage or engage in a Company-sponsored Tobacco Cessation program in the time defined during Annual Enrollment otherwise the additional monthly contribution will be applied. Engagement is currently defined as enrollment, participation and completion. A tobacco user is currently defined as someone who has used tobacco products more frequently than once every month. Tobacco products include cigarettes, cigars, pipes, e-cigarettes, vaporizers and smokeless tobacco. The definitions of engagement, the Company-sponsored Tobacco Cessation program, tobacco user and tobacco products may change from time to time, at the sole discretion of the Company. The monthly contribution is shown below.</p> <p>Additional Monthly Medical Contribution for each employee or spouse/partner:</p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;"><u>20251</u></td> <td style="text-align: center;"><u>20262</u></td> <td style="text-align: center;"><u>20273</u></td> <td style="text-align: center;"><u>20284</u></td> </tr> <tr> <td style="text-align: center;">\$<u>7560</u></td> <td style="text-align: center;">\$<u>7565</u></td> <td style="text-align: center;">\$<u>7570</u></td> <td style="text-align: center;">\$<u>75</u></td> </tr> </table>	<u>20251</u>	<u>20262</u>	<u>20273</u>	<u>20284</u>	\$ <u>7560</u>	\$ <u>7565</u>	\$ <u>7570</u>	\$ <u>75</u>
<u>20251</u>	<u>20262</u>	<u>20273</u>	<u>20284</u>						
\$ <u>7560</u>	\$ <u>7565</u>	\$ <u>7570</u>	\$ <u>75</u>						

Current Employees, 2017 New Hires and 2025 ¹ New Hires			
Coinsurance Copay/ Coinsurance	<u>2025¹ New Hires, 2017 New Hires and Current Employees</u> No change from current program except as provided below.		
	Option 1-and-Option-2:		
		<u>2025¹-2028⁴</u>	
		<u>Network/ONA</u>	<u>Non-Network</u>
	Preventive	\$0 / 0% Ded waived	No Benefit
	Sickness/ Illness	\$0 / 10% After Ded	\$0 / 50% After Ded
	Emergency Room Facility/Professional Services (Emergencies)	\$0 / 10% After Ded	\$0 / 10% After Ded
	Option 2:		
		<u>2025-2028</u>	
		<u>Network/ONA</u>	<u>Non-Network</u>
	<u>Preventive</u>	<u>\$0 / 0%</u> <u>Ded waived</u>	<u>No Benefit</u>
	<u>Sickness/ Illness</u>	<u>\$0 / 20%</u> <u>After Ded</u>	<u>\$0 / 50%</u> <u>After Ded</u>
	<u>Emergency Room Facility/Professional Services (Emergencies)</u>	<u>\$0 / 20%</u> <u>After Ded</u>	<u>\$0 / 20%</u> <u>After Ded</u>
	Option 3:		
		<u>2025¹-2028⁴</u>	
	<u>Network/ONA</u>	<u>Non-Network</u>	
Preventive	\$0 / 0% Ded waived	No Benefit	
Sickness/ Illness	\$0 / 320% After Ded	\$0 / 50% After Ded	
Emergency Room Facility/Professional Services (Emergencies)	\$0 / 320% After Ded	\$0 / 320% After Ded	
<u>Examples of Coinsurance provisions include:</u>			
<ul style="list-style-type: none"> • Applies after applicable Network/ONA or Non-Network Deductible amount is satisfied. • Applies to all covered health services, including mental health/substance abuse benefits under the program with the exceptions below: <ul style="list-style-type: none"> - Does not apply toward Prescription Drugs. - Does not apply toward Network/ONA preventive services. • Actual amount that is applied to the Coinsurance is calculated on the basis of eligible/allowable expenses. • All Coinsurance applies to applicable Network/ONA or Non-Network Out-of-Pocket Maximums 			

Current Employees, 2017 New Hires and 2025 ¹ New Hires									
	Note: For non-network provisions, the methodology for calculating the Allowable Charge for all categories of Non-Network expenses may be changed from time to time at the Company's discretion.								
Annual Deductible	2025 ¹ New Hires, 2017 New Hires and Current Employees No change from current program except as provided below.								
	Option 1:								
		2025 ¹		2026 ²		2027 ³		2028 ⁴	
		Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network
	Ind	\$950\$ 750	\$3,325\$ 2,625	\$1,000\$ 800	\$3,500\$ ² ,800	\$1,050\$ 850	\$3,675\$ ² ,975	\$1,100\$ 900	\$3,850\$ ³ ,150
	Ind+Sp	\$1,900\$ ⁴ ,500	\$6,650\$ 5,250	\$2,000\$ ⁴ 600	\$7,000\$ ⁵ ,600	\$2,100\$ ⁴ ,700	\$7,350\$ ⁵ ,950	\$2,200\$ ⁴ ,800	\$7,700\$ ⁶ ,300
Ind+Ch	\$1,900\$ ⁴ ,500	\$6,650\$ 5,250	\$2,000\$ ⁴ 600	\$7,000\$ ⁵ ,600	\$2,100\$ ⁴ ,700	\$7,350\$ ⁵ ,950	\$2,200\$ \$1,800	\$7,700\$ -\$6,300	
Family	\$1,900\$ ⁴ ,500	\$6,650\$ 5,250	\$2,000\$ ⁴ 600	\$7,000\$ ⁵ ,600	\$2,100\$ ⁴ ,700	\$7,350\$ ⁵ ,950	\$2,200\$ \$1,800	\$7,700\$ -\$6,300	
	The following Annual Deductible Provisions will apply to Option 1:								
	<ul style="list-style-type: none"> • Applies to all covered health services, including mental health/substance abuse (MH/SA) benefits under the program. • The following costs will never apply towards Deductible: <ul style="list-style-type: none"> - Network/ONA preventive care - Any applicable monthly contributions - Prescription drugs - Any charges for non-covered health services - Any penalties for failure to comply with terms of program (i.e., preauthorization/predetermination) - Charges that exceed eligible expenses - Any charges for services that are exclusions under the program • Actual amount that is applied to the Annual Deductible is calculated on the basis of eligible/allowable expenses. • Separate Deductible amounts apply to Network/ONA and Non-Network. Amounts incurred under each option do not cross apply between any other option. • With Individual+Child(ren), Individual+Spouse and Family coverage, a covered person is eligible to receive benefits once their eligible/allowable expenses satisfy the Individual Deductible amount. The Individual+Child(ren), Individual+Spouse or Family Deductible, as applicable, is met once any combination of covered persons' eligible/allowable expenses meet the Individual+Child(ren), Individual+Spouse or Family Deductible amount, respectively. It is not necessary that any one individual reach the Individual Deductible but no one individual may contribute more than the Individual Deductible amount. • The following costs paid by the participant apply toward the applicable Network/ONA or Non-Network Deductible amounts: <ul style="list-style-type: none"> - Network allowable charges for eligible expenses (for Network/ONA), - Non-Network allowable charges for eligible expenses (for Non-Network), • The Annual Deductibles are included in the Out Of Pocket Maximums. 								

Current Employees, 2017 New Hires and 2025¹ New Hires

Option 2:

	2025 ¹		2026 ²		2027 ³		2028 ⁴	
	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network
Ind	\$1,700\$ ¹ , 300	\$5,100\$ ³ , 900	\$1,800\$ ¹ , 350	\$5,400\$ ⁴ , 050	\$1,900\$ ¹ , 400	\$5,700\$ ⁴ , 200	\$2,000\$ ¹ , 450	\$6,000\$ ⁴ , 350
Ind+Sp	\$3,400\$ ² , 600	\$10,200\$ ⁷ , 800	\$3,600\$ ² , 700	\$10,800\$ ⁸ , 100	\$3,800\$ ² , 800	\$11,400\$ ⁸ , 400	\$4,000\$ ² , 900	\$12,000\$ ⁸ , 700
Ind+Ch	\$3,400\$ ² , 600	\$10,200\$ ⁷ , 800	\$3,600\$ ² , 700	\$10,800\$ ⁸ , 100	\$3,800\$ ² , 800	\$11,400\$ ⁸ , 400	\$4,000\$ ² , 900	\$12,000\$ ⁸ , 700
Family	\$3,400\$ ² , 600	\$10,200\$ ⁷ , 800	\$3,600\$ ² , 700	\$10,800\$ ⁸ , 100	\$3,800\$ ² , 800	\$11,400\$ ⁸ , 400	\$4,000\$ ² , 900	\$12,000\$ ⁸ , 700

Option 3:

	2025 ¹		2026 ²		2027 ³		2028 ⁴	
	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network
Ind	\$3,200\$ ³ , 000	\$9,600\$ ⁹ , 000	\$3,300\$ ⁰ , 000	\$9,900\$ ⁰ , 000	\$3,400\$ ⁰ , 000	\$10,200\$ ⁹ , 000	\$3,500\$ ⁰ , 000	\$10,500\$ ⁰ , 000
Ind+Sp	\$6,400\$ ⁰ , 000	\$19,200\$ ⁴ , 800	\$6,600\$ ⁰ , 000	\$19,800\$ ⁸ , 000	\$6,800\$ ⁰ , 000	\$20,400\$ ⁴ , 800	\$7,000\$ ⁰ , 000	\$21,000\$ ⁸ , 000
Ind+Ch	\$6,400\$ ⁶ , 000	\$19,200\$ ⁴ , 800	\$6,600\$ ⁶ , 000	\$19,800\$ ⁸ , 000	\$6,800\$ ⁶ , 000	\$20,400\$ ⁴ , 800	\$7,000\$ ⁶ , 000	\$21,000\$ ⁸ , 000
Family	\$6,400\$ ⁶ , 000	\$19,200\$ ⁴ , 800	\$6,600\$ ⁶ , 000	\$19,800\$ ⁸ , 000	\$6,800\$ ⁶ , 000	\$20,400\$ ⁴ , 800	\$7,000\$ ⁶ , 000	\$21,000\$ ⁸ , 000

The following Annual Deductible Provisions will apply to Option 2 and Option 3:

Integrated with Med/Surg, Rx, MH/SA, CarePlus

- Applies to all covered health services, including mental health/substance abuse (MH/SA) and prescription drug (Rx) benefits under the program.
- The following costs will never apply towards Deductible:
 - Network/ONA preventive care
 - Any applicable monthly contributions
 - Any charges for non-covered health services
 - Any penalties for failure to comply with terms of program (i.e., preauthorization/predetermination)
 - Charges that exceed eligible expenses
 - Any charges for services that are exclusions under the program
 - Any applicable coinsurance paid for preventive care drugs as permitted under section 223(c)(2)(C) of the Internal Revenue Code.
- Actual amount that is applied to the Annual Deductible is calculated on the basis of eligible/allowable expenses.
- Separate Deductible amounts apply to Network/ONA and Non-Network. Amounts incurred under each option do not cross apply between any other option.
- If the coverage tier is Individual+Child(ren), Individual+Spouse or Family, no individual can receive benefits until the Individual+Child(ren), Individual+Spouse or Family Annual Deductible, respectively, is met. The Individual+Child(ren), Individual+Spouse or Family Annual Deductible can be met by one or a combination of covered family members.

Current Employees, 2017 New Hires and 2025 4 New Hires									
	<ul style="list-style-type: none"> The following costs paid by the participant apply toward the applicable Network/ONA or Non-Network Deductible amounts: <ul style="list-style-type: none"> Network allowable charges for eligible expenses (for Network/ONA), Non-Network allowable charges for eligible expenses (for Non-Network), All prescription drug allowable charges for eligible expenses. The Annual Deductibles are included in the Out Of Pocket Maximums. 								
Annual Out of Pocket Maximum	<u>20254 New Hires, 2017 New Hires and Current Employees</u>								
	Option 1:								
	<u>Out-of-Pocket Maximum Amounts</u> (including the Annual Deductibles)								
	Option 1:								
		<u>20254</u>		<u>20262</u>		<u>20273</u>		<u>20284</u>	
		<u>Network & ONA</u>	<u>Non-Network</u>	<u>Network & ONA</u>	<u>Non-Network</u>	<u>Network & ONA</u>	<u>Non-Network</u>	<u>Network & ONA</u>	<u>Non-Network</u>
	Ind	\$4,750\$3,750	\$14,250\$11,250	\$5,000\$4,000	\$15,000\$12,000	\$5,250\$4,250	\$15,750\$12,750	\$5,500\$4,500	\$16,500\$13,500
	Ind+Sp	\$9,500\$7,500	\$28,500\$22,500	\$10,000\$8,000	\$30,000\$24,000	\$10,500\$8,500	\$31,500\$25,500	\$11,000\$9,000	\$33,000\$27,000
	Ind+Ch	\$9,500\$7,500	\$28,500\$22,500	\$10,000\$8,000	\$30,000\$24,000	\$10,500\$8,500	\$31,500\$25,500	\$11,000\$9,000	\$33,000\$27,000
	Family	\$9,500\$7,500	\$28,500\$22,500	\$10,000\$8,000	\$30,000\$24,000	\$10,500\$8,500	\$31,500\$25,500	\$11,000\$9,000	\$33,000\$27,000
(Integrated Med/Surg, MH/SA)									
<u>Out-of-Pocket Maximum provisions:</u>									
<ul style="list-style-type: none"> Applies to all covered health services, including mental health/substance abuse benefits under the program. The following costs paid by the participant apply towards the applicable Network/ONA or Non-Network Out-of- Pocket Maximum amounts: <ul style="list-style-type: none"> Annual Deductibles Coinsurance The following costs will never apply towards Out-of-Pocket Maximum nor be paid for by the program after the Out-of-Pocket Maximum is satisfied: <ul style="list-style-type: none"> Prescription Drug expenses Any applicable monthly contributions Any charges for non-covered health services Any penalties for failure to comply with terms of program (i.e., preauthorization /predetermination) Charges that exceed eligible expenses Any charges for services that are exclusions under the program The amount that is applied to the Out-of-Pocket Maximum is calculated on the basis of coinsurance. Separate Out-of-Pocket Maximum amounts apply to Network/ONA and Non-Network. Amounts incurred under each option do not cross apply between any other option. With Individual+Child(ren), Individual+Spouse and Family coverage, a covered person has satisfied the Out-of-Pocket Maximum once their coinsurance satisfies the Individual 									

Current Employees, 2017 New Hires and 2025¹ New Hires

Out-of-Pocket Maximum amount. The Individual+Child(ren), Individual+Spouse or Family Deductible, as applicable, is met once any combination of covered persons' coinsurance meets the Individual+Child(ren), Individual+Spouse or Family Out-of-Pocket Maximum amount, respectively. It is not necessary that any one individual reach the Individual Out-of-Pocket Maximum amount but no one individual may contribute more than the Individual Out-of-Pocket Maximum amount.

Option 2 and Option 3:

Out-of-Pocket Maximum Amounts
(including the Annual Deductibles)
Option 2 and Option 3:

	2025 ¹		2026 ²		2027 ³		2028 ⁴	
	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network
Ind	\$7,000\$6,450	\$21,000\$19,350	\$7,100\$6,650	\$21,300\$19,950	\$7,200\$6,750	\$21,600\$20,250	\$7,300\$6,900	\$21,900\$20,700
Ind+Sp	\$14,000\$12,900	\$42,000\$38,700	\$14,200\$13,300	\$42,600\$39,900	\$14,400\$13,500	\$43,200\$40,500	\$14,600\$13,800	\$43,800\$41,400
Ind+Ch	\$14,000\$12,900	\$42,000\$38,700	\$14,200\$13,300	\$42,600\$39,900	\$14,400\$13,500	\$43,200\$40,500	\$14,600\$13,800	\$43,800\$41,400
Family	\$14,000\$12,900	\$42,000\$38,700	\$14,200\$13,300	\$42,600\$39,900	\$14,400\$13,500	\$43,200\$40,500	\$14,600\$13,800	\$43,800\$41,400

Option 3:

	2021		2022		2023		2024	
	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network
Ind	\$6,650	\$19,950	\$6,650	\$19,950	\$6,750	\$20,250	\$6,900	\$20,700
Ind+Sp	\$13,300	\$39,900	\$13,300	\$39,900	\$13,500	\$40,500	\$13,800	\$41,400
Ind+Ch	\$13,300	\$39,900	\$13,300	\$39,900	\$13,500	\$40,500	\$13,800	\$41,400
Family	\$13,300	\$39,900	\$13,300	\$39,900	\$13,500	\$40,500	\$13,800	\$41,400

(Integrated with Med/Surg, Rx, MH/SA, CarePlus)

Out-of-Pocket Maximum provisions:

- Applies to all covered health services, including mental health/substance abuse and prescription drug benefits under the program.
- The following costs paid by the participant apply towards the applicable Network/ONA or Non-Network Out-of-Pocket Maximum amounts:
 - Annual Deductibles
 - Coinsurance
 - All prescription drug allowable charges for eligible expenses.
 - The following costs will never apply towards Out-of-Pocket Maximum nor be paid for by the program after the Out-of-Pocket Maximum is satisfied:
 - Any applicable monthly contributions
 - Any charges for non-covered health services
 - Any penalties for failure to comply with terms of program (i.e., preauthorization /predetermination)
 - Charges that exceed eligible expenses
 - Any charges for services that are exclusions under the program

Current Employees, 2017 New Hires and 2025+ New Hires																									
	<ul style="list-style-type: none"> If the coverage tier is Individual+Child(ren), Individual+Spouse and Family, the applicable Individual+Child(ren), Individual+Spouse or Family Out-Of-Pocket Maximum must be met before the Program pays 100% of the Allowable Charges for Eligible Expenses, except that the Program will pay 100% of the Allowable Charges for Eligible Expenses for Network/ONA Services for an individual family member once the individual meets the Network/ONA Individual Out-Of-Pocket Maximum, even if the Individual+Child(ren), Individual+Spouse or Family Out-Of-Pocket Maximum has not been met. 																								
Office Visit	<p><u>2025+ New Hires, 2017 New Hires and Current Employees</u> No change from current program except as provided below.</p> <p><u>Option 2:</u></p> <table border="1"> <thead> <tr> <th></th> <th colspan="2"><u>2025-2028</u></th> </tr> <tr> <th></th> <th><u>Network & PPO</u></th> <th><u>Non-Network & Non-PPO</u></th> </tr> </thead> <tbody> <tr> <td><u>Preventive</u></td> <td><u>\$0 / 0%</u> <u>Ded waived</u></td> <td><u>No Benefit</u></td> </tr> <tr> <td><u>Sickness/ Illness</u></td> <td><u>\$0 / 20%</u> <u>After Ded</u></td> <td><u>\$0 / 50%</u> <u>After Ded</u></td> </tr> </tbody> </table> <p><u>Option 3:</u></p> <table border="1"> <thead> <tr> <th></th> <th colspan="2"><u>2025+20284</u></th> </tr> <tr> <th></th> <th><u>Network & PPO</u></th> <th><u>Non-Network & Non-PPO</u></th> </tr> </thead> <tbody> <tr> <td><u>Preventive</u></td> <td><u>\$0 / 0%</u> <u>Ded waived</u></td> <td><u>No Benefit</u></td> </tr> <tr> <td><u>Sickness/ Illness</u></td> <td><u>\$0 / 320%</u> <u>After Ded</u></td> <td><u>\$0 / 50%</u> <u>After Ded</u></td> </tr> </tbody> </table>		<u>2025-2028</u>			<u>Network & PPO</u>	<u>Non-Network & Non-PPO</u>	<u>Preventive</u>	<u>\$0 / 0%</u> <u>Ded waived</u>	<u>No Benefit</u>	<u>Sickness/ Illness</u>	<u>\$0 / 20%</u> <u>After Ded</u>	<u>\$0 / 50%</u> <u>After Ded</u>		<u>2025+20284</u>			<u>Network & PPO</u>	<u>Non-Network & Non-PPO</u>	<u>Preventive</u>	<u>\$0 / 0%</u> <u>Ded waived</u>	<u>No Benefit</u>	<u>Sickness/ Illness</u>	<u>\$0 / 320%</u> <u>After Ded</u>	<u>\$0 / 50%</u> <u>After Ded</u>
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Current Employees, 2017 New Hires and 2025¹ New Hires													
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Diagnostic Testing	<p><u>2025¹ New Hires, 2017 New Hires and Current Employees</u> No change from current program except as provided below.</p> <p>Option 2:</p> <table border="1" style="margin-left: 40px;"> <thead> <tr> <th colspan="2" style="text-align: center;"><u>2025-2028</u></th> </tr> <tr> <th style="text-align: center;"><u>Network & PPO</u></th> <th style="text-align: center;"><u>Non-Network & Non-PPO</u></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">\$0 / 20% After Ded</td> <td style="text-align: center;">\$0 / 50% After Ded</td> </tr> </tbody> </table> <p>Option 3:</p> <table border="1" style="margin-left: 40px;"> <thead> <tr> <th colspan="2" style="text-align: center;"><u>2025¹-2028⁴</u></th> </tr> <tr> <th style="text-align: center;"><u>Network & PPO</u></th> <th style="text-align: center;"><u>Non-Network & Non-PPO</u></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">\$0 / 320% After Ded</td> <td style="text-align: center;">\$0 / 50% After Ded</td> </tr> </tbody> </table>	<u>2025-2028</u>		<u>Network & PPO</u>	<u>Non-Network & Non-PPO</u>	\$0 / 20% After Ded	\$0 / 50% After Ded	<u>2025¹-2028⁴</u>		<u>Network & PPO</u>	<u>Non-Network & Non-PPO</u>	\$0 / 320% After Ded	\$0 / 50% After Ded
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Fertility Services	<p><u>2025 New Hires, 2017 New Hires and Current Employees</u></p> <p><u>The Company will provide medical and prescription drug fertility services on the same terms and conditions available under management's medical program as they may change from time to time, subject to applicable cost-sharing provisions under this Agreement.</u></p>												
Lifetime Maximum	<p><u>2021 New Hires, 2017 New Hires and Current Employees</u> Note: No longer applies due to healthcare reform legislation (PPACA).</p>												
COB	<p><u>2025¹ New Hires, 2017 New Hires and Current Employees</u> No change from current program.</p>												
Survivor	<p><u>2025¹ New Hires, 2017 New Hires and Current Employees</u> No change from current program.</p>												

Current Employees, 2017 New Hires and 2025 4 New Hires																										
Eligible Retired Employees	See Exhibit 1.																									
PRESCRIPTION DRUG BENEFITS																										
Prescription Drugs	See Chart Below.																									
Bargained Program Rx Program																										
Restrictions	<u>20254 New Hires, 2017 New Hires and Current Employees</u> No change from current program.																									
Deductible	<u>20254 New Hires, 2017 New Hires and Current Employees</u> Option 1: None. Option 2 and Option 3: Integrated with Med/Surg, MH/SA and CarePlus. <u>Any applicable coinsurance paid for preventive care drugs as permitted under section 223(c)(2)(C) of the Internal Revenue Code are not subject to the deductible.</u>																									
OOP Max	<u>20254 New Hires, 2017 New Hires and Current Employees</u> Option 1: <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>20254</th> <th>20262</th> <th>20273</th> <th>20284</th> </tr> </thead> <tbody> <tr> <td>Individual</td> <td style="text-align: right;">\$1,80030 0</td> <td style="text-align: right;">\$1,90050 0</td> <td style="text-align: right;">\$2,0001,7 00</td> <td style="text-align: right;">\$2,1001,7 00</td> </tr> <tr> <td>Individual + Spouse</td> <td style="text-align: right;">\$3,6002,6 00</td> <td style="text-align: right;">\$3,80000 0</td> <td style="text-align: right;">\$4,0003,4 00</td> <td style="text-align: right;">\$4,2003,4 00</td> </tr> <tr> <td>Individual + Child(ren)</td> <td style="text-align: right;">\$3,6002, 600</td> <td style="text-align: right;">\$3,8003, 000</td> <td style="text-align: right;">\$4,0003, 400</td> <td style="text-align: right;">\$4,2003, 400</td> </tr> <tr> <td>Family</td> <td style="text-align: right;">\$3,6002, 600</td> <td style="text-align: right;">\$3,8003, 000</td> <td style="text-align: right;">\$4,0003, 400</td> <td style="text-align: right;">\$4,2003, 400</td> </tr> </tbody> </table> Out-of-Pocket Maximum provisions: <ul style="list-style-type: none"> • Applies to all Network prescription drug expenses. • The following costs will never apply towards Out-of-Pocket Maximum or are paid for by the program after the Out-of- Pocket Maximum is satisfied: <ul style="list-style-type: none"> - Any medical or mental health/substance abuse expenses - Any applicable monthly contributions - Any charges for non-covered prescription drugs - Any penalties for failure to comply with terms of program (i.e., mandatory generic penalty) - Any charges for prescription drugs that are exclusions under the program • The amount that is applied to the Out-of-Pocket Maximum is the Network prescription drug coinsurance. • With Individual+Child(ren), Individual+Spouse or Family coverage, a covered person has satisfied the Out-of-Pocket Maximum once their coinsurance payments satisfy the 		2025 4	2026 2	2027 3	2028 4	Individual	\$1,800 30 0	\$1,900 50 0	\$2,000 1,7 00	\$2,100 1,7 00	Individual + Spouse	\$3,600 2,6 00	\$3,800 00 0	\$4,000 3,4 00	\$4,200 3,4 00	Individual + Child(ren)	\$3,600 2, 600	\$3,800 3, 000	\$4,000 3, 400	\$4,200 3, 400	Family	\$3,600 2, 600	\$3,800 3, 000	\$4,000 3, 400	\$4,200 3, 400
	2025 4	2026 2	2027 3	2028 4																						
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Individual + Spouse	\$3,600 2,6 00	\$3,800 00 0	\$4,000 3,4 00	\$4,200 3,4 00																						
Individual + Child(ren)	\$3,600 2, 600	\$3,800 3, 000	\$4,000 3, 400	\$4,200 3, 400																						
Family	\$3,600 2, 600	\$3,800 3, 000	\$4,000 3, 400	\$4,200 3, 400																						

Current Employees, 2017 New Hires and 2025¹ New Hires																	
	<p>Individual Out-of-Pocket Maximum amount. The Individual+Child(ren), Individual+Spouse or Family Deductible, as applicable, is met once any combination of covered persons' prescription drug coinsurance payments meet the Individual+Child(ren), Individual+Spouse or Family Out-of-Pocket Maximum amount, respectively. It is not necessary that any one individual reach the Individual Out-of-Pocket Maximum amount but no one individual may contribute more than the Individual Out-of-Pocket Maximum amount.</p> <p>Option 2 and Option 3: Integrated with Med/Surg, MH/SA and CarePlus.</p>																
Retail	<p><u>2025¹ New Hires, 2017 New Hires and Current Employees</u> No change from current program, except as provided below.</p> <p>Network Coinsurance: Up to 30-day supply, limited to 2 fills for maintenance subject to Advanced Control Specialty Formulary provisions.</p>																
Retail Generic	<p><u>2025¹ New Hires, 2017 New Hires and Current Employees</u></p> <p>Option 1 and Option 2: Coinsurance</p> <p>Retail/Specialty Network Coinsurance not to exceed Coinsurance Maximums below:</p> <table border="1" style="margin-left: 20px;"> <tr> <td></td> <td style="text-align: center;"><u>2025¹- 2028⁴</u></td> </tr> <tr> <td>Generic</td> <td style="text-align: center;">10%</td> </tr> </table> <p>Option 2: Coinsurance</p> <p>Retail/Specialty Network Coinsurance not to exceed Coinsurance Maximums below:</p> <table border="1" style="margin-left: 20px;"> <tr> <td></td> <td style="text-align: center;"><u>2025-2028</u></td> </tr> <tr> <td>Generic</td> <td style="text-align: center;"><u>20%</u></td> </tr> </table> <p>Option 3:</p> <p>Retail/Specialty Network Coinsurance not to exceed Coinsurance Maximums below:</p> <table border="1" style="margin-left: 20px;"> <tr> <td></td> <td style="text-align: center;"><u>2025¹- 2028⁴</u></td> </tr> <tr> <td>Generic</td> <td style="text-align: center;"><u>320%</u></td> </tr> </table> <p>Coinurance maximums applicable to Option 1, Option 2 and Option 3:</p> <p>Retail – Network Coinsurance Maximums: (Up to 30-day supply, limited to 2 fills for maintenance)</p> <table border="1" style="margin-left: 20px;"> <tr> <td></td> <td style="text-align: center;"><u>2025¹- 2028⁴</u></td> </tr> <tr> <td>Generic</td> <td style="text-align: center;">\$50</td> </tr> </table>		<u>2025¹- 2028⁴</u>	Generic	10%		<u>2025-2028</u>	Generic	<u>20%</u>		<u>2025¹- 2028⁴</u>	Generic	<u>320%</u>		<u>2025¹- 2028⁴</u>	Generic	\$50
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Current Employees, 2017 New Hires and 20254 New Hires																									
	<p>Retail – Non-Network Coinsurance: Participant pays the greater of the applicable Network coinsurance or balance remaining after the program pays 75% of network retail cost.</p>																								
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Current Employees, 2017 New Hires and 20254 New Hires													
Personal Choice	<p><u>20254 New Hires, 2017 New Hires and Current Employees</u> No change from current program.</p>												
Mail Order	<p><u>20254 New Hires, 2017 New Hires and Current Employees</u> No change from current program except as provided below.</p> <p>Mandatory mail order for maintenance RX continues to apply after second fill at retail.</p> <p>Up to 90-day supply subject to Advanced Control Specialty Formulary provisions.</p>												
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Current Employees, 2017 New Hires and 2025¹ New Hires	
Personal Choice	<u>2025¹ New Hires, 2017 New Hires and Current Employees</u> No change from current program.
MENTAL HEALTH BENEFITS	
Deductible	<u>2025¹ New Hires, 2017 New Hires and Current Employees</u> Option 1: No change from current program. Option 2 and Option 3: Integrated with Med/Surg, Rx and CarePlus.
OOP Max	<u>2025¹ New Hires, 2017 New Hires and Current Employees</u> Option 1: No change from current program. Option 2 and Option 3: Integrated with Med/Surg, Rx and CarePlus
Copayments and Coinsurance	<u>2025¹ New Hires, 2017 New Hires and Current Employees</u> No change from current program.
Limitations	<u>2025¹ New Hires, 2017 New Hires and Current Employees</u> No change from current program.
SUBSTANCE ABUSE BENEFITS	
Deductible	<u>2025¹ New Hires, 2017 New Hires and Current Employees</u> No change from current program.
OOP Max	<u>2025¹ New Hires, 2017 New Hires and Current Employees</u> No change from current program.
EMPLOYEE ASSISTANCE PROGRAM (EAP)	
Program	AT&T Employee Assistance Program
Eligibility	Date of hire.
EE Class	All employees.
Cost	100% company-paid
Design	Up to 5 EAP sessions per issue per year
Survivors	None.
Eligible Retired Employees	None.
DISABILITY BENEFITS	
Effective Date(s)	1/1/2025 ¹
Program	<u>Current Employees</u> AT&T Mobility Disability Benefits Program for Southwest Bargained Employees

Current Employees, 2017 New Hires and 20254 New Hires	
	<p>No change from current program.</p> <p><u>20254 New Hires and 2017 New Hires</u> AT&T Disability Income Program as described in the Summary Plan Description as these provisions change from time to time except as provided below. No change from current program.</p>
Short-Term Disability (STD)	<p><u>Current Employees</u> No change from current program.</p> <p><u>20254 New Hires and 2017 New Hires</u> The AT&T Disability Income Program as described in the Summary Plan Description except that Temporary and Term employees are not eligible for LTD benefits.</p> <p>No change from current program.</p>
Long-Term Disability (LTD)	<p><u>Current Employees</u> AT&T Mobility Disability Benefits Program for Southwest Bargained Employees</p> <p>No change from current program.</p> <p><u>20254 New Hires and 2017 New Hires</u> The AT&T Disability Income Program as described in the Summary Plan Description as these provisions change from time to time except that Temporary and Term employees are not eligible for LTD benefits.</p> <p>No change from current program</p>
DENTAL BENEFITS	
Program	<p>AT&T Dental Program* (Bargained Employees)</p> <ul style="list-style-type: none"> • Dental PPO • DHMO (available at the discretion of the Company) <p>*This document highlights key elements of program design. For complete program details, refer to the Summary Plan Description (SPD) & associated Summary of Material Modifications (SMMs).</p>
Eligibility for Coverage	<p>Eligibility for coverage <u>begins on the employee's date of hire, provided the employee enrolls within the 31-day enrollment period. Dependent children will be eligible to participate in the AT&T Dental Program (Bargained Employees) until the end of the month in which the child reaches the age of 26 regardless of marital status, continues to begin on the first day of the month in which 6 months of net credited service (NCS) is attained (also referred to as term of employment (TOE)).</u></p>
Eligibility for Company Subsidy	<p>Eligibility for Company subsidy <u>begins on the employee's date of hire, provided the employee enrolls within the 31-day enrollment period, continues to begin on the first day of the month in which 6 months of net credited service (NCS) is attained (also referred to as term of employment (TOE)).</u></p>
EE Class	<p>Regular and Temporary Full Time & Part Time Employees</p>

Current Employees, 2017 New Hires and 2025 ¹ New Hires					
Full Time EE Contribution	<u>Contributions for Dental PPO or DHMO (if available) for 2021-2024:</u>				
		<u>2021- 2024/2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>
	Ind	\$120.00	\$12.00	\$12.00	\$14.00
	Ind +1	\$230.00	\$23.00	\$23.00	\$26.00
	Family	\$362.00	\$36.00	\$36.00	\$40.00
Part Time EE Contributions	<p><u>Based on Scheduled hrs./week:</u></p> <ul style="list-style-type: none"> • Greater than or equal to 20 hrs. = 50% of full cost of coverage*. • Less than 20 hrs. = 100% of full cost of coverage* with no Company subsidy. <p>* Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p>				
Annual Deductible	Network and ONA:	\$25 per individual			
	Non-Network:	\$50 per individual			
Annual Maximum Benefit	Network and ONA:	\$1,750 per individual*			
	Non-Network:	\$1,300 per individual*			
	*Not to exceed \$1,750 combined Network/Non-Network				
Diagnostic & Preventive	<p>Class I (Diagnostic/Preventive)</p> <p>Network/ONA*: 100%, Ded. Waived</p> <p>Non-Network**: 100%, Ded. Waived</p> <p>*For ONA, paid at Network contracted rates.</p> <p>**For Non-Network paid based on reasonable and customary amounts</p>				
Coverage Levels (replaces minor and major restorative)	<p><u>Dental PPO Coinsurance</u></p> <p>Class II (Basic restorative-fillings, extractions, periodontal treatment/maintenance)</p> <p>Network and ONA*: 90%, after deductible</p> <p>Non-Network**: 70%, after deductible</p> <p>Class III (Major restorative – crowns, dentures, bridgework)</p> <p>Network and ONA*: 80%, after deductible</p> <p>Non-Network**: 50%, after deductible</p> <p>Class IV (Orthodontia)</p> <p>Network and ONA*: 80%, after deductible</p> <p>Non-Network**: 50%, after deductible</p> <p>*For ONA, paid at Network contracted rate.</p> <p>**For Non-Network paid based on reasonable and customary amounts.</p>				

Current Employees, 2017 New Hires and 2025 ¹ New Hires																					
Orthodontic – Lifetime Maximum	<p>Network and ONA: \$2,000 per individual*</p> <p>Non-Network: \$1,400 per individual*</p> <p>*Not to exceed \$2,000 combined Network/Non-Network</p>																				
COB	No change from current program.																				
Survivor	12 months Company extended coverage (CEC) concurrent with COBRA, then 100% cost of coverage for life or until remarriage.																				
Eligible Retired Employees	See Exhibit 1.																				
Outside Network Area (ONA)	<ul style="list-style-type: none"> • ONA benefit provided to employees who reside in a zip code which does not meet the network standards. • ONA benefits are equivalent to PPO Network benefits • Enrollees who are in Network will be offered the PPO option only. • Enrollees who are located outside the Network zip code criteria will be offered the ONA option only. 																				
VISION BENEFITS																					
Program	<p><u>AT&T Vision Program* (Bargained Employees)</u></p> <p>*This document highlights key elements of program design. For complete program details, refer to the Summary Plan Description (SPD) & associated Summary of Material Modifications (SMMs).</p>																				
Eligibility for Coverage	<p><u>Eligibility for coverage begins on the employee's date of hire, provided the employee enrolls within the 31-day enrollment period. Dependent children will be eligible to participate in the AT&T Vision Program (Bargained Employees) until the end of the month in which the child reaches the age of 26 regardless of marital status, continues to begin on the first day of the month in which 6 months of net credited service (NCS) is attained (also referred to as term of employment (TOE)).</u></p>																				
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EE Class	<u>Regular and Temporary Full Time & Part Time Employees</u>																				
Full Time EE Contribution	<p><u>Contributions for Vision-2021 – 2024:</u></p> <table border="1"> <thead> <tr> <th></th> <th><u>2021 2024/2025</u></th> <th><u>2026</u></th> <th><u>2027</u></th> <th><u>2028</u></th> </tr> </thead> <tbody> <tr> <td>Ind</td> <td>\$4.00</td> <td>\$5.00</td> <td>\$5.00</td> <td>\$6.00</td> </tr> <tr> <td>Ind +1</td> <td>\$8.00</td> <td>\$10.00</td> <td>\$10.00</td> <td>\$12.00</td> </tr> <tr> <td>Family</td> <td>\$13.00</td> <td>\$15.00</td> <td>\$15.00</td> <td>\$18.00</td> </tr> </tbody> </table>		<u>2021 2024/2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>	Ind	\$4.00	\$5.00	\$5.00	\$6.00	Ind +1	\$8.00	\$10.00	\$10.00	\$12.00	Family	\$13.00	\$15.00	\$15.00	\$18.00
	<u>2021 2024/2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>																	
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Current Employees, 2017 New Hires and 20254 New Hires	
Part Time EE Contributions	<p>Based on Scheduled hrs./week:</p> <ul style="list-style-type: none"> • Greater than or equal to 20 hrs. = 50% of full cost of coverage*. • Less than 20 hrs. = 100% of full cost of coverage* with no Company subsidy. <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p>
Coverage Levels	<p>Exam: 1 exam per 12 months</p> <ul style="list-style-type: none"> • Network: \$0/0% • Non-Network: \$28 towards exam cost <p>Frame Allowance: 1 pair per 12 months</p> <ul style="list-style-type: none"> • Network: \$130 allowance towards frame cost • Non-Network: \$30 towards frame cost <p>Lenses Allowance: 1 set per 12 months</p> <p>Network: \$0/0% Covers std. plastic lenses: Single, Bi-focal, Tri-focal, Lenticular, Progressive + Polycarbonate at 100%.</p> <p>Non-Network: \$30-\$80 towards lenses</p> <p>Contact Lenses Allowance: Allowance per 12 months</p> <p>Network: \$150 allowance Non-Network: \$150 allowance</p> <p>2nd Pair Benefit: Network Only: Allows for a 2nd pair of glasses or contact lenses allowance after the first pair benefit/allowance is utilized, per 24 months.</p>
COB	No change from current program.
Survivor	No change from current program.
Eligible Retired Employees	See Exhibit 1.
SUPPLEMENTAL MEDICAL BENEFITS	
Program	<p>AT&T CarePlus-A Supplemental Benefit Program*</p> <p>*This document highlights key elements of program design. For complete program details, refer to the Summary Program Description (SPD) & associated Summary of Material Modifications (SMMs).</p>
Eligibility	Eligibility for coverage begins on the employee's date of hire, provided the employee enrolls within the 31-day enrollment period.
EE Class	Regular and Temporary Full Time & Part Time Employees
Employee Contributions (FT and PT)	<p>Employee only \$10 Employee & family \$30</p> <p>Note: Contribution amounts are subject to change from time to time at the sole discretion of the Company.</p>

Current Employees, 2017 New Hires and 2025+ New Hires	
Benefits	No change from current program, except those required to comply with healthcare reform legislation (PPACA). Expand benefits which may be offered under CarePlus to include any benefits determined by the Company to be beneficial to Program participants. Company continues to retain the unilateral right to change, modify, amend and discontinue benefits offered under CarePlus.
	Frequency of enrollment continues to be annually.
COB	No change from current program.
Survivor	No change from current program.
Eligible Retired Employees	See Exhibit 1.
FLEXIBLE SPENDING ACCOUNTS	
Plan	AT&T Flexible Spending Account Plan* *This document highlights key elements of plan design. For complete plan details, refer to the Summary Program Description (SPD) & associated Summary of Material Modifications (SMMs).
Dependent Care Spending Accounts	
Plan	No change from current plan
Eligibility	<u>Eligibility for coverage begins on the employee's date of hire, provided the employee enrolls within the 31-day enrollment period.</u> No change from current plan.
EE Class	<u>Regular and Temporary Full Time & Part Time Employees</u>
Maximum	No change from current plan.
Minimum	No change from current plan.
Health Care Spending Accounts	
Plan	No change from current plan, except those that are mandated by healthcare reform legislation (PPACA).
Eligibility	<u>Eligibility for coverage begins on the employee's date of hire, provided the employee enrolls within the 31-day enrollment period.</u> No change from current plan.
EE Class	<u>Regular and Temporary Full Time & Part Time Employees</u>
Maximum	No change from current plan except those that are mandated by healthcare reform legislation (PPACA) and to annually adjust the maximum contribution amount to that permitted by law for each calendar year for which the IRS issues timely guidance such that the Company can implement the change.
Minimum	No change from current plan except those that are mandated by healthcare reform legislation (PPACA).
Survivor	No change from current plan.
Eligible Retired Employees	No change from current plan.

Current Employees, 2017 New Hires and 2025¹ New Hires	
LIFE INSURANCE	
Program	<p>AT&T Group Life Insurance Program for Active Employees*</p> <p>*This document highlights key elements of program design. For complete program details, refer to the Summary Plan Description (SPD) & associated Summary of Material Modifications (SMMs).</p> <p>Note: Contributions amounts are subject to annual adjustment.</p>
Eligibility	All coverages: Eligible date of hire.
EE Class	Regular and Temporary Full Time & Part Time Employees
Basic Life Insurance Benefit	<p>Basic: 1X Salary for the twelve months ending on Sept. 1 of previous plan year, rounded to the next \$1,000</p> <p>Company paid. Max. \$7M basic plus supplemental.</p>
Supplemental Life Insurance Benefit	1X-10X annual basic pay, max \$7M basic + supp; Employee paid; smoker/nonsmoker rates.
Accelerated Death Benefit	<p>Available when life expectancy is 24 months or less. Minimum Distribution: 25% of total life insurance benefit.</p> <p>Maximum Distribution: lesser of 75% of total life insurance benefit or \$1M</p>
AD&D	<p>Basic: 1X annual basic pay; Company paid</p> <p>Supp: 1X-10X annual basic pay</p> <p>Spouse and child: applies</p>
Seatbelt Incentive	<p>Company paid \$10K.</p> <p>Supplemental, spouse, & child AD&D also have \$10K.</p>
Dependent Benefit Amount	<p>Employee paid</p> <p>Spouse/RDP life and AD&D: \$10K, \$25-\$300K in \$25K increments; smoker/nonsmoker rates.</p> <p>Child life and AD&D: \$5K-\$30K in \$5K increments</p>
LTD Coverage	<p>Basic & Supplemental life (not AD&D) continues for 3 years.</p> <p>Dependent coverages end with end of STD</p>
Portability upon termination	Yes for supplemental employee life only
Conversion upon termination	<p>Basic & Supplemental life, not AD&D.</p> <p>Spouse and child life, not AD&D.</p>
Survivor	No change from current program.
Eligible Retired Employees	No change from current program.
Guaranteed Issue	<p>No Evidence of Insurability (EOI) for Supplemental life coverage of up to 3X Annual Pay on initial enrollment or of an additional 1X Annual Pay for a Qualified Life Event, but may not exceed 10X Annual Pay, otherwise EOI required for any increase.</p> <p>No EOI for Spouse coverage of \$10K during initial enrollment period. Otherwise, EOI required for any enrollment or increase.</p> <p>No EOI for Child coverage at any time for initial enrollment or increase in amount.</p>

Current Employees, 2017 New Hires and 2025⁴ New Hires	
LONG-TERM CARE	
Plan	AT&T Consolidated Long-Term Care Insurance Plan*. *This document highlights key elements of plan design. For complete plan details, refer to the Summary Plan Description (SPD) & associated Summary of Material Modifications (SMMs).
Eligibility	No change from current plan.
EE Class	No change from current plan.
Coverage	<u>2025⁴ New Hires and 2017 New Hires</u> Not available; closed to new entrants as of 5/1/2012. <u>Current Employees</u> Closed to new entrants as of 5/1/2012. No change from current plan, except that the Company has the unilateral right to change, modify, amend and discontinue the AT&T Consolidated Long-Term Care Insurance Plan.
ADOPTION/SURROGACY/CRYOPRESERVATION REIMBURSEMENT ASSISTANCE POLICY	
Policy	No change from current policy. AT&T Adoption Reimbursement Policy AT&T Surrogacy Reimbursement Policy AT&T Cryopreservation Reimbursement Policy
Eligibility	No change from current policy. Date of Hire.
EE Class	No change from current policy. Full Time Regular Employees, and Full-time Temporary Employees.
Maximum	No change from current policy. Employees may receive reimbursement of qualifying adoption, surrogacy and tissue cryopreservation expenses up to the same amounts available to AT&T managers. The reimbursement for adoption expenses may not be less than up to \$5,000 per child.
TUITION REIMBURSEMENT POLICY	
Eligibility	6 months of service.
EE Class	No change from current policy.
Maximum (same for FT & PT)	Annual Tuition Cap- No change from current plan. Not applicable. No annual cap. Tuition Lifetime Cap-Undergraduate-\$250,000 Graduate-\$3025,000.
Reimbursement for classes	Full Time: 100% ≥ 20 hours: 75% < 20 hours: 50% Fees required by the school to take the course will be reimbursed, e. g., lab fees, transportation fees, recreation fees
COMMUTER BENEFITS POLICY	
Plan	AT&T Commuter Benefits Policy
Eligibility	Date of Hire.
EE Class	Full Time & Part Time Regular Employees, and Full-time Temporary Employees
Benefits	Effective as soon as administratively feasible after Ratification, Employees may elect pre-tax deductions for eligible parking and/or mass transit expenses. Eligible expenses and monthly limits are updated annually as allowed by IRS Code Section 132 Regulations.

Section 2: PENSION AND SAVINGS BENEFIT PLANS

Mobility District 6 bargaining employees	
PENSION PLAN	
Effective Date(s)	Effective January 1, 2025 ⁴ unless noted otherwise, Employees shall be eligible to participate in the benefit plans or programs identified below, with the plan terms, conditions and provisions which were in effect on February 23 ⁴ , 2024 ⁰ as described in the applicable SPDs and SMMs, except as noted herein.
Program(s)	<p><u>Employees hired or rehired on or before December 31, 2008</u> Mobility Bargained Program (Mobility Bargained Program) of the AT&T WarnerMedia Pension Benefit Plan</p> <p><u>Employees hired, rehired or transferred after December 31, 2008</u> Bargained Cash Balance Program #2 (BCB#2 Program) of the AT&T WarnerMedia Pension Benefit Plan</p>
Benefits	<p><u>Employees hired or rehired on or before December 31, 2008</u> No change from current program</p> <p><u>Employees hired, rehired or transferred after December 31, 2008</u> No change from current program</p>
SAVINGS PLAN	
Effective Date(s)	Effective January 1, 2025 ⁴ unless noted otherwise, Employees shall be eligible to participate in the benefit plans or programs identified below, with the plan terms, conditions and provisions which were in effect on February 23 ⁴ , 2024 ⁰ as described in the applicable SPDs and SMMs, except as noted herein.
Program	AT&T Retirement Savings Plan (ARSP)
Benefits	No change from current program.

**Retiree Health Care for Bargained Employees of the Company
Benefit Outline Summary**

Retiree Health Care for Bargained Employees for the period January 1, 2025~~1~~ through December 31, 2028~~4~~ who terminate employment during the period 1/1/2025~~4~~ through 12/31/2028~~4~~.

Employees who are eligible for post-employment benefits when employment ends (“**Eligible Retired Employees**”) shall be eligible to participate in the same plan as an active current employee except as specifically noted, with the same provisions that apply to active employees, except that provisions regarding eligibility for post-employment benefits and monthly contributions shall remain the same as the rules that applied to similarly situated former employees as of 12/31/2024~~0~~ and shown in the chart below:

Hire Date	Hired before 1/1/2005		Hired on or after 1/1/2005
Plan	Former SWBW Plan Participants	Former EDGE Plan Participants	NBBP or its Successor Plan(s) For Employees of the Company
Eligibility Rule	Modified rule of 75 <ul style="list-style-type: none"> ▪ 30 (NCS) and any age ▪ 25 (NCS) & 50 (age) ▪ 20 (NCS) & 55 (age) ▪ 10 (NCS) & 65 (age) 	Transition Groups 1-4	Modified rule of 75 <ul style="list-style-type: none"> ▪ 30 (NCS) and any age ▪ 25 (NCS) & 50 (age) ▪ 20 (NCS) & 55 (age) ▪ 10 (NCS) & 65 (age)
Retiree contributions	Same as active employees' contributions	<ul style="list-style-type: none"> ▪ Parent company provides benefit for Transition Group 1 ▪ Subsidy varies for Transition Groups 2-3; ▪ Access only for Transition Group 4 [Edge Plan retiree contributions are subject to change. See Summary Plan Description.]	Retiree pays 100% for coverage (Access Only)

Nothing in this Agreement or in Exhibit 1 shall be construed to provide benefits for any period subsequent to the term of this Agreement or for any employee other than those referenced above who terminate employment during the term of this Agreement.

ARTICLES

ARTICLE 9 ARBITRATION

Section 1. It is agreed by both parties that arbitration shall be confined to matters processed through all steps of the formal grievance procedure, and in such event, the following procedures shall be exclusive.

Section 2. If the answer or decision of the Company's representative at the conclusion of Step 2 of the formal grievance procedure, as described in Article 7, is unsatisfactory to the Union, the Union shall, in writing, to the designated Company representative, within sixty (60) calendar days thereafter, request arbitration, if such is desired.

Section 3. **Discipline Cases:** A panel of at least 10 qualified arbitrators will be mutually selected by the parties. The arbitrators must be a member of the American Arbitration Association (AAA) and will follow the rules of AAA unless mutually agreed by all parties. Each arbitrator will serve until the termination of this Agreement unless his/her services are terminated earlier by mutual agreement of the parties. The arbitrator will be notified of his/her termination by a joint letter from the parties. The arbitrator will conclude his/her services by settling any grievance previously heard. A successor arbitrator will be mutually selected by the parties. Arbitrators will be assigned cases in rotating order designated by the parties. The arbitrator shall hold a hearing as expeditiously as possible, and the arbitrator's decision shall be final and binding upon both parties and any employees affected. The compensation and expenses of the arbitrator and the general expenses of the arbitration will be borne by the Company and the Union in equal parts. Each party will bear the expense of its representatives and witnesses. Any expenses incurred because of any cancellation or postponement of a hearing will be borne by the party requesting such cancellation or postponement unless mutually agreed otherwise. In the event one of the parties requests a transcript of the proceeding and the other party declines to share the cost thereof, the party ordering the transcript shall not be required to permit the other party to review said transcript, except for the limited purpose of reviewing said transcript for accuracy, said review to be conducted in the offices of the party which has ordered the said transcript and in the presence of such party's representative. The reviewing party shall not copy or make notes of said transcript except for the limited purpose of noting inaccuracies which it seeks to have corrected.

Contract Interpretation Cases: Within sixty (60) calendar days after the notice of request for arbitration is made in accordance with Section 2. above, the Company shall make a request upon the AAA to submit a list of qualified arbitrators to the Company and Union for which the parties shall make a selection. The Company and Union agree the panel criteria for including arbitrators on the panel shall be membership in the AAA and geographic proximity. The Company and Union shall strike from the arbitration panel provided pursuant to Rule 10 of the AAA Labor Arbitration Rules, however, should the first AAA list not result in the appointment of an arbitrator, the Company shall request a second list, and subsequent lists as necessary, from the AAA from which the parties shall make a selection pursuant to Rule 10 of the AAA Labor Arbitration Rules as described above. Any cost incurred in requesting an online panel from the AAA will be borne by the Company.

Section 4. The arbitrator shall be confined to the subjects submitted for decision, and may in no event, as a part of any such decision, impose upon either party any obligation to arbitrate on any subjects which have not been herein agreed upon as subjects for arbitration. The arbitrator shall interpret this Agreement in accordance with the reserved rights theory of labor agreements, whereby all rights not expressly limited by this Agreement are reserved to the Company. The arbitrator shall not have jurisdiction over the rights of Management not specifically restricted by this Agreement and shall not have the power to add to, subtract from, or vary the terms of this Agreement, or to substitute his/her discretion for that of Management, but shall be limited in power and jurisdiction to determine whether there has been a violation of this Agreement.

Section 5. Except where otherwise mutually agreed, failure to submit a matter to arbitration within the times above stated or failure to pursue subsequent steps within the time and in the manner above stated shall constitute a waiver by the employee and the Union of the right to arbitration.

Section 6. Upon the Union's providing the Company with a reasonable period of advance notice, the Company shall allow reasonable time off without pay for Grievant and/or Union witnesses to prepare

for arbitration. For the purpose of presenting an arbitration, the Grievant and one Union representative need not clock out if the proceeding occurs during Grievant's and representative's regularly scheduled working hours, but other Union representatives who are employees of the Company and all other employees participating in the arbitration proceeding shall clock out for that purpose.

Section 7. Any provision in this Article to the contrary notwithstanding, no form of discipline, including suspension and discharge, of employees with less than twelve (12) months of service shall be subject to arbitration.

ARTICLE 12 HOURS OF WORK

Section 1. Full-time employees will normally be scheduled to work forty (40) hours per week which may be spread over any five (5) days within the calendar week.

Section 2. The determination of hours, work schedules (which includes shifts and shift hours), overtime requirements and assignments thereto and the days to be worked shall be made by the Company, however:

- a. The Company, except as provided in b. and d. below, will assign work schedules on the basis of seniority as defined in Article 11.
- b. In the event there are business needs, as determined by the Company, requiring certain qualifications for particular work schedules, the Company shall offer such schedules on the basis of seniority to those employees the Company determines possess the required qualifications. Management will provide the local Union Representative and the affected employees with an explanation of the underlying business needs requiring such scheduling and the expected duration.
- c. Work schedules shall be officially posted or furnished by the Company to show the scheduled tours the employee is to work at least one (1) week prior to the start of the work period covered by the schedule. Such schedules shall include the starting and ending time of each of the tours making up the scheduled workweek. For tours longer than five (5) hours, such schedules will also include the length of the period to be allowed for meals.

If no change is so posted or furnished prior to the time specified above, the schedule in effect for the employee for the last calendar week assigned to work shall be considered as that employee's work schedule for the next calendar week.

- d. If, during the period for which schedules have been established, the Company determines unexpected absences or business needs necessitate a change in the posted work schedule, the Company may schedule or reassign schedules by first seeking volunteers and then assigning employees by inverse seniority. Employees will be notified of any changes to their schedule, and whenever possible, the Company will endeavor to notify employees forty-eight (48) hours in advance of the need for such schedule changes.
- e. **If, during the period for which schedules have been established, the Company determines the need for mandatory overtime, the employee will not be assigned to work mandatory overtime in excess of eight (8) hours per calendar week, subject to the exceptions outlined below:**

In case of emergency – such as an event of national, state or local importance, fire, explosion, pandemic, or other catastrophe, severe weather conditions, major network or equipment failure, or an act of God.

- f. A work schedule for an employee may be changed if the employee so requests and the Company approves such request.
- g. When a New Hire Class is ready to be integrated into the Call Center (after all training is completed), the Company will initiate a mini-shift bid to integrate the New Hires into the existing schedule.

- (1) Management will identify open slots that need to be filled.
- (2) Prior to placing new hires into these open slots, management will make them available for other employees in the center to bid on the open slots.
- (3) Management will assign employees who have bid on open slots based on seniority order.
- (4) New Hires will then be slotted into remaining available slots based on seniority until the next full shift bid.
- (5) Any slots that become available as a result of the mini-shift bid will be filled with New Hires. All other employees will remain on their existing schedules until the next full shift bid.

Section 3. Employees shall be permitted to take one (1) fifteen (15) minute break for every four (4) hours of work. Such breaks shall be scheduled at the discretion of the Company.

Section 4. Employees shall be entitled to work provided that the physical condition and conduct of the employee permits such employee to satisfactorily perform the work, and a sufficient period of time for adequate rest has elapsed since the employee last worked. It is not possible to specifically evaluate "a sufficient period of time for adequate rest," as this is dependent upon the nature of the work being performed, the conditions under which the work is performed, and the employee's physical condition. In general, under ordinary circumstances, sixteen (16) hours of work may be performed in a twenty-four (24) hour period, without an intervening period of rest. Normally eight (8) hours should be allowed for adequate rest between such a work period and the next work period.

ARTICLE 13 WORK ASSIGNMENTS

Section 1. The Company shall determine whether to staff a position or fill a vacancy and the method or combination of methods it shall use for such purposes. In making this determination, the Company shall first give consideration to qualified laid off employees with applications on file in accordance with Article 14, Section 5. of this Agreement and then internal candidates prior to off-street applicants. All vacancies within the Bargaining Unit shall be posted (manually or electronically) in locations where Bargaining Unit employees regularly work. The posting shall include the title, pay range, and sufficient information regarding requirements and duties to adequately describe the vacancy. The vacancy shall remain posted for seven (7) calendar days which shall be spread between two (2) workweeks.

Section 2. In connection with Section 1. above, employees who have met a twelve (12) month time-in-title ~~and location~~ requirement shall be afforded the opportunity to submit to the Company a form on which they may identify their interest in being considered for vacancies which occur in the Bargaining Unit.

Section 3. When a vacancy is to be filled from within the Bargaining Unit, Management will consider all candidates who have forms on file relating to the vacancy in question. Selection of an employee to fill the position shall be based on seniority when qualifications, in the judgment of the Company, are relatively equal.

Section 4. The Company agrees to provide the Union, in writing, the names and titles and seniority dates of all candidates selected under this Article, by the fifteenth (15th) calendar day after any such selection is made.

Section 5. Nothing in this Agreement shall be applied or interpreted to restrict the Company in the exercise of its right to hire, promote or transfer; and, to the extent the needs of the business require, to have Bargaining Unit work performed by its supervisory personnel, or its right to assign sales territories without regard to geographical limitations.

ARTICLE 14
FORCE ADJUSTMENT

Section 1. In the event that the Company determines that a surplus exists and a decrease in the work force becomes necessary, the Company will first advise the Union in writing prior to notifying the affected employee(s). The affected employee(s) will be notified not less than thirty (30) calendar days prior to the date the employee(s) is to be laid off. In matters involving the surplus of fifty (50) or more employees at a single location, the Company will provide the employees sixty (60) days advance notice of the surplus.

Surplus employees should be provided information related to the surplus within five (5) work days of notification.

Section 2. Under the circumstances set forth in Section 1., **the Company will offer regular employees the opportunity to voluntarily resign and receive a severance payment as provided for in Section 5. If applied, this will be offered in seniority order, up to the number necessary to alleviate the surplus.** ~~preceding, regular employees will be given preference, in accordance with their seniority, to perform the remaining work under the following circumstances:~~

- ~~a. The work is in a previously held title for which the employee is still qualified (equal or lower rated) or,~~
- ~~b. The employee can perform the job with minimal training and associated cost.~~

Temporary employees will be laid off under these circumstances before applying this seniority policy to regular employees. In the event a contractor has been secured for a specific project or is providing a service that regular employees cannot perform, they will be retained until completion of the project.

Section 3. Under the circumstances set forth in Section 1., and after the application of Section 2., regular employees will be given preference in accordance with their seniority, subject to their skills and experience, to perform the remaining work in the event of a reduction in force. Temporary employees will be laid off under these circumstances before applying this seniority policy to regular employees.

Section 4. If a surplus remains after application of Section 3. ~~preceding~~, any remaining surplus regular employees will be **given priority placement for** ~~offered~~ laterals* and downgrades* for which they are qualified, by order of seniority, to fill any available job vacancies within the Bargaining Unit. When the posting of job vacancies is implemented in accordance with the provisions of Article 13, Work Assignments, Section 1., these surplus employees will be considered for any vacancies for which they qualify within the Company.

* **Downgrades: Movement to a wage scale that has a lower top rate than the current position.**

* **Laterals: Movement to a wage scale with the same top rate as the current position.**

Section 5. Severance Payments. If the Company determines that a surplus exists as described in Section 1. ~~preceding~~, resulting in the layoff of a regular employee, that employee shall be eligible for ~~an \$800 \$700~~ Severance Payment or payment equivalent to one week's wages (whichever is greater), for each completed six (6) months of Net Credited Service during the first year of employment and an additional ~~\$800 \$700~~ or payment equivalent to one week's wages (whichever is greater), for each subsequent completed year of Net Credited Service up to a maximum of ~~\$20,000 \$18,000~~. Part-time employees will be paid on a pro-rated basis.

Section 6. A former surplus employee who has been laid off and who files an application for employment will be considered prior to internal applicants, with the exception of employees who are currently in a surplus status, and off-street applicants for vacancies for which he/she qualifies for a period of three (3) years from the date of layoff.

Section 7. ~~Time-in-title and time-in-location~~ requirements shall be waived for surplus employees.

Section 8. In the event the Company determines a rearrangement of the Retail Sales workforce becomes necessary due to a workforce imbalance or store closing, the Company will advise the CWA Local(s) representing affected employees two (2) business days prior to notification of the employees. The Company will endeavor to notify affected employees seven (7) days prior to the effective date of their reassignment.

Qualified employees of a Retail Sales Office who are reassigned in this manner will be given an opportunity to select another work location from available locations, as determined by management, based on their seniority.

Time-in-title ~~and time-in-location~~ achieved in an employee's current work location, under these circumstances, will follow an employee to the new work location.

ARTICLE 17 COMPANY-UNION RELATIONSHIP

Section 1. The Company and the Union recognize that it is in the best interests of both parties, the employees, and the public that all dealings between them continue to be characterized by mutual responsibility and respect. To ensure that this relationship continues and improves, the Company and the Union and their respective representatives at all levels will apply the terms of this Agreement fairly in accord with its intent and meaning and consistent with the Union's status as exclusive bargaining representative of all employees in the Bargaining Unit. Each party shall bring to the attention of all employees in the Bargaining Unit their purpose to conduct themselves in a spirit of responsibility and respect and the measures they have agreed upon to ensure adherence to this purpose.

The Company will notify the Union when new employees enter the Bargaining Unit and of current employees who have been transferred or released. During the orientation of new hires, each party will bring to the attention of new employees the relationship between the parties and the Union's status as exclusive representative of those employees in the Bargaining Unit. **The Company will notify the Union at least one (1) week in advance of the start of the new hire class.**

Section 2. The Union will keep the Company fully informed, in writing, on a current basis, of all local Union officers, Union stewards, or Union representatives who may be designated with the responsibility of representing the Union regarding the administration of this Agreement.

Section 3. At any meeting between a representative of the Company and an employee in which discipline (including warnings which are to be recorded as such in the personnel file, suspension, demotion, or discharge) is to be announced, a Union representative may be present if the employee so requests. Time spent in such a meeting shall be considered work time.

Section 4. Union representatives may request a reasonable amount of time off without pay for Union activities. Such requests for time off must be submitted in writing to the Union representative's supervisor at least five (5) working days in advance, whenever possible. In determining whether to grant such requests, the Company shall give due consideration to service requirements as determined by the Company, the requests for time off from other employees, and its ability to replace the Union representatives' services.

Section 5. Time off for Union activities will be limited to 320 hours per calendar year per Union representative, **per Local** except that up to two (2) Union representatives may each be granted up to 960 hours per calendar year for Union activities. When a member of the local also serves as the Local President, up to three (3) Union representatives per local may each be granted up to 960 hours per calendar year for Union activities. However, those identified by the Union may be granted additional time upon approval at the Company bargaining level. The period of such time off shall not be deducted from the Union representative's seniority. The parties agree that the provisions of Section 2.c. of Article 21, Absences, shall not be used for Union functions.

Section 6. Subject to the limitations in Sections 4. and 5. of this Article and in this Section 6., when an officer or designated representative of the Union requires time off from assigned Company duties to attend solely to Union matters, either before or after exhausting the time allowed without pay provided in Section 5. above, he or she will be granted a leave of absence without pay either upon the

initiative of the Company or upon the request of the Vice President of the Union to the Director-Labor Relations of the Company, provided that:

- a. No such leave of absence shall be for an initial period of less than thirty-one (31) calendar days or more than one (1) year, nor shall the total cumulative period of all such leaves of absence for any one (1) employee exceed twelve (12) years; and
- b. No more than fifteen (15) Union officers or designated representatives may be granted such leaves of absence at any one time at the request of the Union.
- c. All Union leaves of absence will be granted with the following conditions:
 - (1) During the absence the employee shall retain eligibility, if any, according to term of service, for the Medical Plan, the Dental Plan, the Group Life Insurance Plan, and the Vision Plan, provided that:
 - (a) The employee shall pay the premiums for the Medical Plan, the Dental Plan, the Vision Plan, the Supplementary Group Life Insurance Plan, the Dependent Group Life Insurance Plan; and
 - (b) The Company shall pay the premium for the Group Life Insurance Plan, (Basic and Accidental Death or Dismemberment).
 - (2) During the absence the employee shall retain eligibility, if any, according to term of service to:
 - (a) Payments for absence due to illness during the first seven (7) calendar days after expiration of the leave per Article 21, Section 6.
 - (b) Disability benefits beginning on the eighth (8th) calendar day after expiration of the leave.
 - (c) Death benefits and service or deferred vested pension.
 - (3) The period of absence will not be deducted in computing term of employment, and the period of absence will not be credited for wage progression purposes.
 - (4) The pension base shall not in any manner be affected by a Union leave of absence. Should an employee on such leave elect to retire at the termination thereof, the employee's pension base, if any, shall be computed as if the employee were continually employed during the period of leave.
- d. When an employee has been granted a leave under this article and returns upon expiration of such leave, employee shall return to the same job or one of similar pay and status.

Section 7. A Working Relations Committee will be created for the purpose of discussing broad concerns of mutual interest to the parties. The Company and the Union may, by mutual consent at the bargaining level, establish other committees for the purpose of discussing broad concerns of mutual interest to both parties. Committee proceedings shall not be used in lieu of the grievance or arbitration procedures.

- a. The Working Relations Committee shall consist of one (1) representative from each participating local, designated by the Union, 50% of which must be AT&T Mobility employees and up to an equal number of representatives designated by the Company. The Union will be entitled to a minimum of four (4) representatives at any Working Relations Committee meeting. In connection with attendance at Working Relations Committee meetings, the employee representative(s) designated by the Union shall suffer no loss in pay for time consumed in, and necessarily consumed in traveling to and from, these meetings.
- b. The Committee may meet every six (6) months upon request of either party, or more frequently upon the mutual agreement of the parties, for the purpose of discussing whatever

agenda either party may wish to present, including but not limited to subcontracting and supervisors' performance of Unit work.

- c. Union agenda items should normally be discussed with appropriate levels of Management by CWA Representatives prior to being placed on the agenda for the Working Relations Committee meeting. Occasionally, an agenda item that has not been discussed with Management, due to time constraints, may be added to the agenda rather than being delayed until the next scheduled Working Relations Committee meeting. This should be the exception and not the rule. In general, any action items for either party should be completed within a reasonable period of time.
- d. Discussions and decisions of the Committees shall not add to, subtract from or modify in any manner whatsoever the terms and conditions of this Agreement nor shall they constitute mid-term bargaining or be subject to the grievance and arbitration provisions of this Agreement.

ARTICLE 19 BASIS OF COMPENSATION

Section 1. Rates of Pay.

- a. The rates of pay and progression wage scales for full time employees shall be that shown in Appendix A.
- b. Starting Rates: Each employee who enters the service of the Company shall begin employment at the Start Rate for the appropriate job title, except that appropriate allowance over such starting rate may be made by the Company for an employee who has had previous experience or training considered to be of value. When employees who have no prior training or experience are hired at a start rate that is higher than incumbents in the same title and work location, the wage rate of incumbents in that title and work location will be raised to the same rate of pay as the new hire.
- c. When a (voluntary) change of title occurs and is considered a promotion (higher end wage rate), fifteen (\$15.00) dollars will be applied to the employee's current weekly pay rate. The employee will then be slotted into the closest current wage rate (not lower provided they are not over the top rate for the job they are moving to) of the new schedule. The time interval to the next step increase on the new wage schedule will be six (6) months. No credit shall be allowed towards the next step increase. In the event an employee is over the top of the new wage scale, that employee will be placed at the top of the new schedule.

When a (voluntary) change of title occurs, and is considered a demotion, the employee will be slotted into the closest step in the new schedule that is equal to, but not less than, the weekly rate of their former schedule provided that rate is not greater than the maximum rate for the job. The time interval to the next step increase on the new wage schedule will be six (6) months from the date of the change in title. In the event an employee is over the top of the new wage scale, that employee will be placed at the top of the new schedule.

When an (involuntary) change occurs to a lower rated job, the employee will be pay protected for one year if they are over the top rate for the job. At the conclusion of the year, they will be placed on the top rate. If the employee is not above the top rate of the job, they will be put in progression, if applicable.

When an employee's title changes on the same date that a step increase is due, the step increase will be applied before the move to the new Wage Schedule.

- d. For the purposes of slotting under Article 19, Section 1.c., the Retail Sales Consultant position (RSC) "at risk" as provided for in LOA 2 will be converted to a weekly amount (prorated for part-time employees) and applied to the RSC employee's current weekly rate of pay prior to slotting.

The "at risk" described above will also be used ("at risk" weekly amount applied to the top step of the RSC Scale) under Article 14, Section 3. For determining if the movement to/from the RSC title is a downgrade, lateral or promotion for all other titles in the bargaining unit.

- e. Anytime an employee moves to another job and subsequently retreats (employee or company initiated) to the former job within ninety (90) days, provided a vacancy exists; for wage purposes, the employee will be treated as though he or she never left the job.

Section 2. Nothing in this Agreement shall affect or limit the right of the Company to develop and implement such incentive programs as it chooses; to increase wage rates from time to time as it may determine appropriate; or to pay such individual bonuses or commissions in such amounts or percentages as it may desire, either in connection with specific incentive programs or otherwise. If and to the extent that any such incentive programs, wage increases, individual bonuses, or commissions may be awarded, such award shall not constitute a binding precedent or practice with respect to any future incentive programs, wage increases, individual bonuses, or commissions.

The Company agrees to provide affected employees with a written statement of their commission plans, including any changes which might be made thereto from time to time, in advance of the effective date of such plan or changes. Such statement shall reflect the method of computation of such commissions.

The Company agrees to notify the Union, no later than one (1) week prior to the date the Company notifies affected employees, of changes to commission plans under the provisions of this Section. The Company agrees to notify the Union, no later than the date the Company notifies affected employees, of changes made in incentive programs, wage rates, or bonuses under the provisions of this Section.

Section 3. Employees, other than Small Biz Advisor II, Business Account Executive, **Sr In Home Sales Experts** ~~Integrated Solutions Representatives~~, and National Distribution Account Executive **and any employee working an alternative schedule (e.g., where the employee is scheduled to work ten (10) hour shifts four (4) days per week)**, shall receive one and one-half (1½) times their regular rate of pay for all time worked in excess of **eight (8)** ~~eleven (11)~~ consecutive hours within a workday or forty (40) hours within the workweek. Small Biz Advisor II, Business Account Executive, **Sr In Home Sales Experts** ~~Integrated Solutions Representatives~~ and National Distribution Account Executive shall be excluded from the provisions of this Section. **Exchange-time or employee requested in-week schedule changes (e.g., life happens) will be excluded from the daily one and one-half (1½) times rate of pay calculation.** For the sole purpose of computing the number of hours worked in excess of **eight (8)** ~~eleven (11)~~ consecutive hours within a workday or forty (40) hours within a workweek, Holidays, **Company Paid Union time and Excused Days with Pay (EWP)** scheduled, taken and paid within a workweek shall be considered time worked within such workweek. **Nothing herein shall act to limit a one and one half (1½) times regular rate of pay for all time worked in excess of forty (40) hours within the workweek.**

Section 4. Employees who are assigned on-call duty will be paid **forty-two (\$42)** ~~\$38~~ for each day of such assignment. This payment shall be in addition to any applicable compensation from such duty.

Section 5. Network employees who are called to work outside scheduled work hours will be paid a Call Out payment, equal to **two (2)** ~~one (1)~~ hours of their basic wage rate, for any work performed, single incident or accumulated incidents, when the aggregate total of work is **two (2)** ~~one (1)~~ hours or less. Additional work performed beyond this **two (2)** ~~one (1)~~ hour period that occurs before the employee's next scheduled work hours will be paid as work time.

Section 6. Employees required to return to work after the end of their scheduled shift and who, as a result of such call-back, are required to make a round trip between their place of residence and their place of work in addition to their normal commute to and from work, shall be compensated at their applicable rate of pay for the time required to make such additional round trip.

Section 7. Employees performing work on Sunday, other than Small Biz Advisor II, Business Account Executive, **Sr In Home Sales Expert** ~~Integrated Solutions Representatives~~ and National Distribution Account Executive shall be paid a premium of ten (10) percent of their basic wage rate.

Section 8. A night differential shall be paid to employees for each hour, or fraction thereof, worked after 8 p.m. and before 6 a.m. in the amount of ten (10) percent of the employee's basic hourly rate.

Section 9. A relief differential consisting of ten (10) percent of the employee's basic hourly wage rate will be paid to any employee who is assigned to relieve or assist a manager, for each hour, or fraction thereof, the employee performs this work or receives associated training. These assignments may involve planning, distributing, directing, coordinating, and training responsibilities. In no event shall such assigned employee have any involvement in discipline or performance evaluation of other employees. An employee involved in such training and/or assignment shall continue to be subject to all applicable provisions of this Agreement.

Section 10. A qualified employee who is temporarily assigned and performs all the duties of a job title with a higher top wage rate will be paid a temporary upgrade differential consisting of five (5) percent of the employee's basic hourly wage rate for each hour such duties are performed, not to exceed the top hourly wage rate of the job title they have been assigned.

Section 11. A Multilingual Differential consisting of **six (\$6.00) dollars** ~~five dollars (\$5.00)~~ per day, not to exceed **thirty (\$30) dollars** ~~twenty-five dollars (\$25.00)~~ per week, shall be paid to Call Center employees for each full day worked when assigned by management to speak in a foreign language.

ARTICLE 21 ABSENCES

Section 1. All leaves of absence shall be without pay except as otherwise provided in this Article.

Section 2.

- a. Employees may request personal leaves of absence. Each request must be in writing and must specify the reason the leave of absence is desired.
- b. Employees who are eligible under the provisions of the Family and Medical Leave Act of 1993 will be subject to the provisions of that Act and to subsequent changes in the Act as they may occur.
- c. Any employee may request up to thirty (30) days of absence based on other reasons not included in b. above. An employee need not exhaust their contractual time off prior to taking this leave of absence.
- d. Employees with at least twelve (12) months Net Credited Service with the Company may request leaves of absence longer than thirty (30) days for the following reasons: service in the Peace Corps or VISTA; appointment or campaign/election to public office; trailing a transferring spouse or legally recognized partner employed by an AT&T Company to another location. Employees who are absent under this provision for more than thirty (30) consecutive calendar days are not guaranteed reinstatement with the Company.
- e. To the extent authorized by law, employees who are granted leaves of absence of thirty (30) days or less shall suffer no break in service or loss of benefits. Upon return, such employees shall be reinstated to their former job title and rate of pay.
- f. In requesting any of the above leaves of absence, employees shall give due consideration to the Company's ability to replace their services during such a leave, and such leave shall be granted solely at the discretion of the Company. Should the Company grant such leave, permission shall be in writing setting forth the dates for such leave.

Section 3. Military Leave.

- a. In the event employees covered by this Agreement are required to absent themselves for the purpose of performing military duty in the United States Armed Forces or the National Guard, and such duty requires absence during scheduled Company work hours, the employee shall be excused for such military duty for a period, in the aggregate, not exceeding fifteen (15) calendar days in the same calendar year. Difference in pay shall be allowed for the number of scheduled workdays falling within the periods of excused absence, but not to exceed eleven (11) such days within the calendar year.

- b. The difference in pay allowed in paragraph a. above shall mean the excess, if any, of Company pay at the employee's basic hourly rate for such absent time (plus any night or other differentials normally applicable) over the hourly equivalent of the employee's government base pay obtained by dividing the monthly government base pay rate by two hundred forty (240).
- c. Employees called to military duty will immediately inform their supervisors and then will provide copies of their military orders as soon as possible.

Section 4. Civic Duty. An employee who serves during his/her regularly scheduled work time as a subpoenaed witness in a court case in which the employee is not a party, as a witness for the Company, or as a petit juror shall be paid the difference between the employee's basic wage rate and the amount received for such service.

Section 5. **Recognition of Death Funerals/Memorial Service.** An employee shall be paid up to three (3) days at his/her basic wage rate for the necessary scheduled time absent due to the ~~death funeral/memorial service~~ of a member of the immediate family. The leave may not begin until the day of death and not extend more than ~~seven (7) two-(2)~~ **seven (7)** days beyond the day of the ~~death funeral/memorial service~~. **In the event a memorial service is scheduled beyond the above seven (7) day period, the employee must notify management prior to the seven (7) day period ending and may request to postpone all or a portion of the above referenced paid time. Such request must be made to management at least seven (7) calendar days prior to the memorial service and may not extend more than six (6) months beyond the date of the death.** For purposes of this Section, immediate family shall mean spouse, legally recognized partner, children, sister, brother, mother, father, stepparents, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandmother, grandfather, grandson, granddaughter, stepson, stepdaughter, and parent of an employee's dependent child. Payment for such absent time shall consist of basic pay which would otherwise have been received had the regular shift been worked. Pay for part-time employees will be pro-rated based on the ratio of their equivalent workweek compared to that of a full-time employee.

In the event of the death of an employee's wife, husband, daughter, son, mother, father, or legally recognized partner, an employee shall, upon the employee's request, be excused from scheduled time up to an additional five (5) days. Employees may request one (1) additional day off, without pay, in the event of the death of an employee's stepparent, brother or sister. An employee may request one (1) additional day without pay, if the ~~death funeral/memorial service~~ of any other member of the immediate family described above is held more than 200 miles from the employee's home address. Paid individual days may be substituted for these excused days at the employee's option.

Section 6. Illness and Injury.

- a. Employees having ~~one (1) two-(2)~~ **one (1)** or more years of Net Credited Service shall be paid at the basic wage rate for absence of at least one (1) session due to illness on scheduled workdays, for a period of time not to exceed seven (7) consecutive calendar days, in accordance with the following table:

Employees with Net Credit Service of	To be Paid After Waiting Periods of Consecutive Scheduled Working Days
1 year but less than 5	1 day
2 years but less than 6	Of 3 days
6 years but less than 8	Of 2 days
5 years and over	No Waiting Period
8 years and over	Of 1 day

- b. The maximum amount of paid illness time for an employee covered by this Article hired prior to January 1, 2017, shall be ten (10) days or eighty (80) hours, prorated for part time, in a calendar year. Employees hired on or after January 1, 2017, shall be five (5) days or forty (40) hours, prorated for part time, in a calendar year. Nothing in this Agreement shall be interpreted to provide for paid illness time in excess of this amount for such employees.
- c. A day in the waiting period shall be considered as an absence of at least one (1) session

from scheduled time.

- d. For purposes of this Article, tours are the assignments for full days and sessions are the two (2) parts into which tours are divided.

ARTICLE 23
HOLIDAYS

Section 1. Each full-time employee shall receive eight (8) hours of pay at the employee’s basic straight-time rate of pay, unless otherwise provided for in this Agreement, provided that such employee, if excused from work on a Holiday, shall have worked all hours scheduled on the last scheduled workday before and on the first scheduled workday after the Holiday, or the day celebrated as such, unless excused by Management (not applicable to the use of Floating Holiday(s) or Designated Holiday unless the Designated Holiday is scheduled by the Company). Part-time employees who are normally scheduled to work more than nineteen (19) but less than forty (40) hours per week will receive pro-rated holiday pay based on their “average equivalent workweek”. The “equivalent workweek” will be determined by dividing the employee’s total worked hours per month by 4.35, rounding the result to the next higher whole number. The “average equivalent workweek” will be determined by the average over the past six (6) months. Employees who are absent without pay for thirty (30) or more calendar days shall not be eligible for holiday pay. The Holidays shall be:

- | | |
|-----------------------------------|-------------------------------------|
| New Year’s Day | Thanksgiving Day |
| Martin Luther King Jr. Day | Day After Thanksgiving |
| Memorial Day | Christmas Day |
| Independence Day | Two Floating Holidays ¹ |
| Labor Day | One Designated Holiday ² |

The Designated Holiday may be scheduled by the Company in accordance with the needs of the business. Such designation will be made prior to the advance vacation selection period outlined in Section 6. of Article 22, Vacations. Should the Company not schedule the Designated Holiday, employees may select the day on which to celebrate their Designated Holiday, as well as their Floating Holidays, in accordance with the provisions of Article 22, Vacations, Section 6.b.

¹ For new employees, Floating Holiday eligibility is one (1) Floating Holiday after the first three (3) months of Net Credited Service, and a second Floating Holiday after six (6) months of Net Credited Service. A Floating Holiday earned after October 31 may be carried over into the next year, to be used in the first quarter, consistent with the scheduling provisions outlined in Section 6.b. of Article 22, Vacations.

² Each new employee who completes six (6) months of Net Credited Service within the calendar year shall be eligible for one (1) Designated Holiday. A Designated Holiday earned after October 31 that is not scheduled by the Company may be carried over into the next year, to be used in the first quarter, consistent with the scheduling provisions outlined in Section 6.b. of Article 22, Vacations.

Section 2. When a Holiday falls on a Sunday, it will be observed on the following Monday. When a Holiday falls on a Saturday, it will be observed on the preceding Friday.

Section 3. Employees who work on a Holiday shall be paid for such work at time and one-half for all work on such Holidays, together with the holiday pay provided for in Section 1. above.

Section 4. Eligible employees who have been scheduled to work on a Holiday and fail to do so shall not receive pay for the Holiday.

Section 5. No compensation shall be paid to an employee for unused Floating or Designated Holidays after separation from service.

Section 6. Retail Holiday Schedule Exception. At least two (2) weeks prior to each applicable holiday week the Company will notify the Union of weeks that contain a Holiday in which Retail employees are anticipated to work only four (4) days during the Holiday week. In addition to this schedule, any retail bargained employee scheduled to work one (1) of the

forementioned Holiday weeks (as notified) will be given the option to select an additional day of work if desired. This only applies to employees, who work on the applicable Holiday and selecting an additional day of work is optional.

ARTICLE 24
EXCUSED DAYS WITH PAY

Section 1. **Upon hire, e**Each regular employee will be eligible for **two (2) ~~one (1)~~** Excused Days With Pay. **Following the first** after each successive three (3) months of completed service with the Company, **each regular employee will be eligible to receive an additional Excused Day With Pay and shall receive a final Excused Day With Pay after six (6) months of completed service with the Company. In total, no employee will earn ~~but not~~ more than four (4) Excused Days With Pay in a calendar year.**

Section 2. All days off as provided in this Article shall be selected in accordance with Section 6.b. of Article 22, Vacations. Employees may be permitted to take their Excused Days With Pay in one (1)-hour increments. All pay for Excused Days With Pay shall be at the employee's basic rate of pay.

Section 3. Excused Days With Pay may be carried over and taken by March 31 of the next calendar year.

Section 4. No compensation shall be paid to an employee for unused Excused Days With Pay after separation from service.

Section 5. Employees who are normally scheduled to work more than nineteen (19) but less than forty (40) hours per week will receive pro-rated pay for Excused Days With Pay based on their "average equivalent workweek". The "equivalent workweek" will be determined by dividing the employee's total worked hours per month by 4.35, rounding the result to the next higher whole number. The "average equivalent workweek" will be determined by the average over the past six (6) months.

CLEANUP ARTICLES

ARTICLE 1
AGREEMENT

THIS AGREEMENT is made and entered into effective **February 24, 2024**, by and between AT&T Mobility Services LLC and ~~AT&T Customer Services, Inc.~~ (hereinafter referred to as the "Company," the "Employer," or "Management") and COMMUNICATIONS WORKERS OF AMERICA (hereinafter referred to as the Union

ARTICLE 27
DURATION OF AGREEMENT

This Agreement shall become effective as of **February 24, 2024**, and shall remain in effect up to and including **February 25, 2028**, the "Expiration Date", and thereafter from year to year unless one party or the other gives notice of the desire to terminate this Agreement or modify its terms, in writing, at least sixty (60) days prior to the Expiration Date of this Agreement. If notice to modify is given, the parties shall meet and negotiate at mutually agreeable times and places. This Agreement shall continue in full force and effect during such negotiations, except that, after the above stated Expiration Date, or any yearly extension thereof, this Agreement may be terminated by either party if written notice of the intention to so terminate is given, whereupon the Agreement shall terminate immediately after the giving of such notice.

IN WITNESS WHEREOF, the parties have caused duplicate copies hereof to be executed by their duly authorized officers and representatives this **February 24, 2024**.

LOA, MOA

LOA 1 Call Quality Observations

February 23, 2024

Jason Vellmer
Administrative Director
District 6
10733 Sunset Office Drive, Suite 201
Sunset Hills, MO 63127

Dear Mr. Vellmer:

Subject to ratification of the **2024** Labor Agreement between AT&T Mobility Services LLC and ~~AT&T Customer Services, Inc~~ and the Communications Workers of America, the Company and the Union acknowledge that we must continue to provide high quality service to customers in order to effectively compete and succeed in today's increasingly competitive wireless industry.

Call Quality Observation and Sales Floor Observation may be performed for many productive purposes such as, but not limited to, assisting in the training and development of employees, identification of customer needs and product evaluation. Both are tools to evaluate the effectiveness of employees to reach and maintain quality service, and to continually develop employees' skills to provide high quality service, as well as to expand personal growth. The approach for monitoring will be based on a premise that fosters a work environment that builds on mutual trust and respect which enhances job satisfaction.

The following language applies to employees in call centers:

- A maximum of eight (8) randomly selected customer calls per representative per month may be observed. Management shall select the first call to be observed and will alternate selection with the employee for all calls thereafter. Calls selected by the employee must have a minimum duration of three (3) minutes or more. Calls selected for evaluation shall be selected from those calls that occurred after the employee's most recent call evaluation. Management will determine the method of evaluation.
- Calls used for calibration purposes by management and additional customer calls selected for coaching purposes will not be used toward discipline except in the event of misconduct.

The following language applies to employees in Retail locations:

- A maximum of six (6), full or partial, customer interactions may be observed per month. Management will determine the method of evaluation and what is observed.
- An interaction is defined as one made by a member of management **with an in-person observation on** the retail floor.

The Company and Union recognize that discussions concerning performance and coaching are most effective when communicated in a reasonably close timeframe to the observation. To this end, the Company will generally review with the employee the Call Quality Observation and Sales Floor Observation results within the employee's next two (2) scheduled workdays following the quality observation.

One of the reasons for the success of the Company and Union relationship is our willingness to listen and work together to address issues of mutual concern. The Company and Union further agree that issues related to Call Quality Observation and Sales Floor Observation may be addressed at a future meeting of the Strategic Alliance Committee.

Sincerely,

MEMORANDUM OF AGREEMENT
WORK FROM HOME (WFH)

Subject to the ratification of the 2024 Regional Labor Agreement ("2024 Purple CBA") between AT&T Mobility Services LLC (referred to herein as the "Company") and the Communications Workers of America District 6 ("CWA"), the following guidelines will apply to any employee in a WFH Title:

1. The Company will pay a fifty-five (\$55) dollars per month high-speed internet stipend applicable to each permanent, full-time **and part-time** employee in a **Virtual Call Center** WFH title. Employees in states where reimbursement is required by state law the employee will get the higher of the two.
2. The Company will email employees a link for access to an electronic bulletin board provided by the Union.
3. Web cameras may be used for training, coaching/feedback sessions, skill transfer sessions, team calls, virtual face-to face meetings, clean desk inspections, recognition and disciplinary discussions. Web cameras will not be used for surveillance. Employee will not be asked to show a 360-degree view of the room in which they are working.
 - a. Clean Desk inspections are limited to the employee's desk area and cover:
 - (1) Employee workstation being free and clear of pen and paper/notebooks and employee is not taking handwritten notes.
 - (2) Employee workstation is free and clear of personal devices, e.g., mobile phones, e-Readers, electronics, gaming devices, tablets, laptops, and Bluetooth devices.
 - (3) Employee is working in a private area: e.g., area is isolated to avoid another person in the room/background or noises/sounds (pets, etc.) that can impact/disrupt the customer experience or have access to customer information.
4. Loss of Pay Internet/Power Outage:
 - a. For issues due to the AT&T system used by the employee, this time is paid.
 - b. If the employee is without power or internet, this time is not paid and is not point impacting.

Options for coding time include:

- (1) Offer exchange time
- (2) Offer excused time
- (3) PTO if employee has available time

COMMUNICATIONS WORKERS OF AMERICA

AT&T MOBILITY SERVICES LLC

By: _____
Jason Vellmer
Administrative Director
Communications Workers of America

By: _____
Dean Cordova
Lead Labor Relations
AT&T Labor Relations

OUTSIDE /INDEPENDENT LETTERS, MOAs**MEMORANDUM OF AGREEMENT EMPLOYMENT SECURITY COMMITMENT (ESC)**

This Memorandum of Agreement is entered into as of February 24, 2024, between Communications Workers of America and AT&T Mobility Services LLC and ~~AT&T Customer Services, Inc.~~ (collectively referred to as the "Company" or "Management").

1. The Company will guarantee employment security from a surplus resulting in a layoff of a regular employee ~~as a result of a retail store or call center closure~~, during the term of the **2024** Regional Labor Agreement, subject to the conditions and provisions contained in this ESC.
2. Any regular employee **listed in Appendix A** who is in a surplus status pursuant to Article 14, Force Adjustment, ~~or is in a title which the Company has determined it will eliminate or vacate (i.e., title is not populated)~~, will be given a job offer as described in paragraph 3 provided the following conditions are satisfied:

~~Employee must be in one the following titles:~~

- ~~• Business Customer Service Specialist I~~
- ~~• Business Customer Service Specialist II~~
- ~~• Customer Service Representative I~~
- ~~• Customer Service Representative II~~
- ~~• Customer Support Specialist~~
- ~~• Client Service Specialist~~
- ~~• COS Sales Advocate~~
- ~~• Premier Service Consultant~~
- ~~• Retail Sales Consultant~~
- ~~• Telesales Representative~~

- A. The **employee's surplus status condition** is a result of a **formally announced surplus by the Company** ~~retail store or call center closure~~. ~~Or,~~ **or** the employee is in a title which the Company has determined it will eliminate or vacate.
 - B. Employee is meeting expectations on his/her current job and must be qualified for the job offer, as determined by management.
 - C. Within fifteen (15) days of the date of the title elimination, title vacation, or surplus notification, or by such later date as is determined by Management, advises the Company of his/her election to invoke the ESC.
3. The job offer shall be made to those qualified employees, that are in an eliminated or vacated title or considered surplus, as defined in Article 14, Force Adjustment, by order of seniority beginning on the sixteenth (16th) day after the title elimination, title vacation, or surplus notification or by such later date as is determined by Management. The Company will make a job offer for positions as outlined below:
 - A. The job offer may be any Mobility labor agreement position within the continental United States.
 - B. An employee to whom a job offer has been made has one (1) working day to accept the job offer after which it will be considered rejected.
 - C. If the move entails a transfer into another Mobility bargaining unit, the employee will be treated the same as employees who currently transfer between Mobility labor agreements.

- D. If management determines testing is required to become qualified for the job offer, an employee's refusal to test or failure to qualify on any call center or retail sales test will be considered a rejection of the job offer and the employee will continue under the terms of Article 14, Force Adjustment. However, if an employee fails a test, the re-test waiting interval will be waived one (1) time provided the employee notifies the Company of the employee's decision to re-test within two (2) business days of the employee being notified of test failure.
 - E. Rejection of a job offer shall be considered an election by the employee to continue under the terms of Article 14, Force Adjustment.
 - F. If a job offer is not made within six (6) months from the date the employee is notified of the surplus, the employee will continue under the terms of Article 14, Force Adjustment.
 - G. The Company will first endeavor to provide a job offer to an open position as close as possible to an employee's current work location or, in the event there is no current opening, to another position as determined by management.
4. The title elimination, title vacation, and force surplus conditions contemplated and dealt with in this ESC are those which occur in the normal course of business for reasons such as technological change, etc. The Company retains the right in its sole discretion, however, to suspend or cancel at any time the application of this ESC when **there is a Mobility labor agreement retail store or call center location is closed** because of any significant change or extraordinary fluctuation in economic or business conditions.
5. In the event of any conflict between the provisions of this ESC and the provisions of Article 13, Work Assignments or Article 14, Force Adjustment, of the **2024** Regional Labor Agreement or the National Transfer Plan Letter, the provisions of this ESC shall control.

All provisions of this ESC shall be subject to the grievance procedures set forth in Article 7, Grievance Procedure, of the **2024** Regional Labor Agreement, and any grievance shall initially be filed at the final step of the grievance process. Paragraph 2.C. and Paragraph 3., in its entirety, of this ESC shall not be subject to arbitration. All remaining provisions of this ESC shall be subject to the arbitration procedures set forth in Article 9, Arbitration, of the **2024** Regional Labor Agreement.

FOR THE UNION:

FOR THE COMPANY:

Jason Vellmer
 Administrative Director
 CWA, District 6

Dean Cordova
 Lead Labor Relations
 AT&T Labor Relations

MEMORANDUM OF AGREEMENT
REGARDING PURPLE MOBILITY CALL CENTER PERCENTAGES

Subject to the ratification of the **2024** Collective Bargaining Agreement ("**2024** PURPLE CBA") between AT&T Mobility Services LLC, ~~AT&T Customer Services, Inc.~~ (collectively referred to herein as the "Company") and the Communications Workers of America District 6 ("CWA"), the Company and CWA agree to the following during the term of the **2024** Purple CBA:

1. Definitions

- (1) As used herein "Purple Calls" means Company mobility calls handled by Company call centers with employees covered by the **2024** Purple CBA.
- (2) As used herein "Total Calls" means Company calls, including Purple Calls, handled by all call centers handling Company mobility calls.

2. Call Center Percentages

The Company agrees to ensure Purple Calls are no less than ~~7% by December 31, 2020.~~ **9% of the Total Calls by December 31, 2024, no less than 10% of the Total Calls by December 31, 2025, no less than 10% of the Total Calls by December 31, 2026, and no less than 10% of the Total Calls by December 31, 2027.**

3. Job Requisitions

The Company agrees to post and fill a minimum of 250 Customer Care agent requisitions per year throughout the term of the Purple CBA.

4. Call Flow Minimum

- (1) In order to ensure compliance with Paragraph 2., the Company shall provide a call center Quarterly Report, beginning with the end of the first quarter of **2024** and continuing at the end of each quarter thereafter, to CWA District 6 Vice President ~~Claude Cummings~~ that sets forth:
 - (a) Number of Total Calls for each month in the quarter;
 - (b) Number of Purple Calls broken down by call center within the **2024** Purple CBA for each month in the quarter.
- (2) If requested by CWA, the Company and CWA, commencing June **2024** and continuing at six (6) month intervals thereafter, will discuss the Company's compliance with the agreed upon percentage ("Reconciliation Discussion"). The Reconciliation Discussion will include two designated CWA representatives appointed by CWA District 6 Vice President ~~Claude Cummings~~ and two designated Company representatives.
- (3) If the Company has fallen short of the commitments in Paragraph 2. Call Center Percentages, the Company shall take prompt, commercially reasonable steps to bring the Purple Call Percentage up to the minimum guarantee within 120 days of the date the shortfall is reported by CWA to the Company.
- (4) During any period of identified shortfall, the Company shall not declare an involuntary surplus in all or any of the Purple Call Centers unless there is an extraordinary drop in call volume or due to adverse economic or business conditions as determined by the Company (e.g., failure to reach terms on a lease renewal).
- (5) The Company and CWA agree the information referenced in Paragraph 2. is highly confidential ("Confidential Information"). Any data provided to CWA pursuant to this Paragraph 3. shall not be used for any purpose other than the Reconciliation Discussion(s) and any proceedings to enforce this MOA except with the express written agreement of the Company. Failure to abide by the confidentiality terms of this MOA could result in the immediate cancellation of the MOA and of any further meetings at the Company's election. Notwithstanding this remedy, it is the mutual intent of the parties to engage in a meaningful dialogue to assist and allow CWA to meet its obligations to bargaining unit members.

4. Scope of Agreement

This agreement relates only to the Purple Calls and does not in any manner supersede any other agreements between the parties. Except where expressly stated herein, this MOA is not intended to restrict the Company's existing management rights as established via any practice or as set forth in the **2024** Purple CBA and its Memoranda/Letters of Agreement.

On Behalf of:

COMMUNICATIONS WORKERS OF AMERICA

Derrick Osobase
Vice President
CWA District 6

Date: _____

On Behalf of:

AT&T MOBILITY SERVICES LLC
~~AT&T CUSTOMER SERVICES, INC.~~

Michael Keith
Vice President
AT&T Labor Relations

Date: _____

MEMORANDUM OF AGREEMENT
REGARDING MOBILITY PURPLE RETAIL STORE OPERATIONS

Subject to the ratification of the 2024 Regional Labor Agreement ("2024 Purple CBA") between AT&T Mobility Services LLC (referred to herein as the "Company") and the Communications Workers of America Districts 6 ("CWA"), the Company and CWA agree to the following during the term of the 2024 Purple CBA:

1. Definitions

2. As used herein Company Owned Retail (COR) store means a Company owned and operated retail store location (i.e., brick and mortar retail store operation) staffed by Retail Sales Consultants employed by the Company and covered by the 2024 Purple CBA.
3. Authorized Retail (AR) store means a retail store owned and operated by one of AT&T's authorized retail partners within the geographic parameters of the Purple CBA.
4. Total Stores means the total number of COR stores plus the AR stores aggregated together operating within the geographic parameters of the Purple CBA.

5. Store Operation Percentages

6. The Company agrees to ensure that COR stores operating within the geographic parameters of the Purple CBA are no less than 20% of the Total Stores operating in each calendar year during the term of the 2024 Purple Regional Labor Agreement.

7. Total Store Report

8. In order to ensure compliance with Paragraph 2, the Company shall provide a quarterly Total Store Report to the CWA District 6 Vice President that sets forth:
 - a. Number of Total Stores operating within the geographic parameters of the Purple CBA;
 - b. Number of COR stores operating within the geographic parameters of the Purple CBA; and
 - c. Number of AR stores operating within the geographic parameters of the Purple CBA.
9. If requested by CWA, the Company and CWA, commencing January 2025 and continuing at six-month intervals, thereafter, will discuss the Company's compliance with the agreed upon percentage ("Reconciliation Discussion"). The Reconciliation Discussion will include two designated CWA representatives appointed by CWA District 6 Vice President and two designated Company representatives.
10. If the Company has fallen short of the commitments in Paragraph 2 the Company shall take prompt, commercially reasonable steps to bring the Total Store percentage up to the minimum guarantee within 180 days of the date the shortfall is reported by CWA to the Company.
11. During any period of identified shortfall, the Company shall not close any COR Retail locations and shall not declare an involuntary surplus in all or any of the Purple COR stores unless there are adverse economic, or business conditions as determined by the Company (e.g. failure to reach terms on a lease renewal).
12. The Company and CWA agree the information referenced in Paragraph 2 is highly confidential ("Confidential Information"). Any data provided to CWA pursuant to this Paragraph 3 shall not be used for any purpose other than the Reconciliation Discussion(s) and any proceedings to enforce this MOA except with the express written agreement of the Company. Failure to abide by the confidentiality terms of this MOA could result in the immediate cancellation of the MOA and of any further meetings at the Company's election.
 - a. Notwithstanding this remedy, it is the mutual intent of the parties to engage in a meaningful dialogue to assist and allow CWA to meet its obligations to bargaining unit members.

1. Scope of Agreement

This agreement relates only to the Purple Total Stores and does not in any manner supersede any other agreements between the parties. Except where expressly stated herein, this MOA is not intended to restrict the Company's existing management rights as established via any practice or as set forth in the 2024 Purple Regional Labor Agreement and its Memoranda/Letters of Agreement.

FOR THE UNION:

FOR THE COMPANY:

Jason Velmer
Administrative Director, District 6
Communications Workers of America

Dean Cordova
Lead Labor Relations
AT&T Mobility

February 24, 2024

Jason Vellmer
Administrative Director
District 6
10733 Sunset Office Drive, Suite 201
Sunset Hills, Mo 63127

Re: Terms of Transfer Applicable to Employees Transferring between the Attached AT&T Participating Companies and AT&T Mobility Services LLC and ~~AT&T Customer Services, Inc.~~ into and out of the Mobility Bargaining Unit Represented by the Communication Workers of America District 6

Dear Mr. Vellmer:

This letter sets forth the terms of the agreement between AT&T Mobility Services LLC and ~~AT&T Customer Services, Inc.~~ (“AT&T Mobility”) and Communications Workers of America (“CWA”) regarding the terms of transfer applicable to CWA-represented employees transferring between the attached list of “AT&T Participating Companies”¹ (Attachment A) and AT&T Mobility into and out of the bargaining unit represented by the CWA District 6 (“Agreement”). Represented employees covered by each of the Covered CBAs employed by the AT&T Participating Companies set forth in Attachment A will be allowed to voluntarily transfer into vacancies at AT&T Mobility within the bargaining unit currently represented by CWA District 6 (the “Mobility Unit”), under the terms and conditions set forth in this Agreement. For purposes of this Agreement, these employees are referred to as “Transferees”. The terms of the National Transfer Plans (“NTP”) as ratified in each of the Covered CBAs will apply² to the transfer process for Transferees moving between each of the AT&T Participating Companies and the Mobility Unit except as set forth below:

1. Amendment for Transferees Coming into the Mobility Unit

In lieu of Paragraph 1 of the Intersubsidiary Movement (“IMF”) Section and Paragraphs 1 and 2 of the CWA Surplus Exchange (“CSE”) Section of each NTP, Transferees interested in being considered for vacancies in the Mobility Unit will be considered after first consideration is afforded to qualified employees laid off from the AT&T Mobility bargaining unit and then internal AT&T Mobility bargained personnel in accordance with the **2024** AT&T Mobility/CWA District 6 Labor Agreement (“**2024** Mobility Labor Agreement”). Transferees who are qualified for the particular vacancy will receive priority placement prior to off-street applicants who, in the judgment of the Company, are similarly qualified. Otherwise, the terms of the **2024** Mobility Labor Agreement will control. The applicant whom the Company deems most qualified will be selected. If an AT&T Mobility bargained employee and a Transferee both have qualifications that, in the judgment of the Company, are relatively equal, the AT&T Mobility bargained employee will be selected for the vacancy. Unless otherwise stated in this Agreement, when a Transferee is selected for a position covered by the **2024** Mobility Labor Agreement, he/she will be transferred using the same processes that are currently applicable to AT&T Mobility bargained personnel who transfer between AT&T Mobility jobs.

¹ The term “Participating Companies” refers to wholly-owned subsidiaries of AT&T, Inc. as long as they remain wholly-owned subsidiaries.

² Any changes, modifications, or amendments to any NTP subsequent to the date of this letter that affect any terms and conditions concerning how AT&T Mobility receives Transferees will not become effective until such changes are agreed to in a new written agreement executed by the appropriate bargaining representatives of the Parties.

In lieu of Paragraphs 4 and 6 of the IMF Section and Paragraphs 7 and 9 of the CSE Section of each NTP, Transferees transferred on or after the effective date of this Agreement will be treated as newly hired as of the date of such transfer with respect to all benefit plans, programs and/or policies at AT&T Mobility pursuant to the terms and conditions of the plans, programs and/or policies, including subsequent changes made to such plans, programs and/or policies applicable to Mobility Unit employees in effect on the Transferees' transfer date, except as follows:

If a Transferee has satisfied the eligibility conditions for post-employment medical benefits under his/her applicable Covered CBA at the time of transfer to AT&T Mobility and transfers into the Mobility Unit during the term of his/her applicable Covered CBA ("Eligible Transferee"), when the Eligible Transferee terminates employment from AT&T Mobility, he/she would then be eligible to receive medical and voluntary benefits to the same extent as active employees of AT&T Mobility eligible for such benefits following the Eligible-Transferee's termination through the term of the existing plan of benefits provided under the ~~Mobility National Bargained Benefit Plan ("NBBP")~~ or the subsequent 2024 Mobility Labor Agreement. Once the applicable plan of benefits under the 2024 Mobility Labor Agreement expires, such Eligible Transferee's post-employment benefits and eligibility would be subject to the same terms provided to Current Retirees³ participating in the plan applicable to the bargaining unit from which he/she transferred. Such benefits and eligibility for Current Retirees and all such Eligible Transferees may change from time to time as determined at the discretion of the Companies.⁴

2. Clarification for Transferees Coming into the Mobility Unit

Paragraph 2 of the IMF Section and Paragraph 3 of the CSE Section of the NTP govern how equally qualified Transferees competing against each other for the same vacancy within the Mobility Unit will be selected. If, however, an AT&T Mobility bargained employee and a Transferee both have qualifications that, in the judgment of the Company, are relatively equal, the AT&T Mobility bargained employee will be selected for the vacancy.

As a result of Paragraph 5 of the IMF Section and Paragraph 8 of the CSE Section of the NTP, a Transferee's Net Credited Service from the departing company will also be recognized within the Mobility Unit under the following contractual provisions in the 2024 Mobility Labor Agreement:

- Article 3, Classification of Employees
- Article 7, Grievance
- Article 9, Arbitration
- Article 11, Seniority
- Article 12, Hours of Work
- Article 13, Work Assignments
- Article 14, Force Adjustment
- Article 21, Absences
- Article 22, Vacation
- Article 23, Holidays

³ For purposes of this Agreement, "Current Retiree" means a former employee of an AT&T Participating Company who terminated employment with eligibility for post-employment benefits prior to the effective date of the collective bargaining agreement in effect for employees of the AT&T Participating Company as of the date of the Eligible Transferee's termination from AT&T Mobility.

⁴ The Union acknowledges and expressly agrees that this Agreement does not create any obligation for AT&T Mobility or any of the other AT&T Participating Companies to negotiate over benefits for any Current Retirees.

Article 24, Excused Days With Pay

Additionally, a Transferee's Net Credited Service date (whether from hire, rehire or transfer (as applicable)) will also be honored for medical coverage under the 2024 Mobility Labor Agreement medical benefit plan.⁵ Notwithstanding this, a Transferee's Net Credited Service date will have no impact on a Transferee's disability or pension benefits under the 2024 Mobility Labor Agreement, and this Agreement does not modify or diminish the 2024 Mobility Labor Agreement language regarding those terms and conditions in any manner.

Under the Order of Consideration provision, Transferees will have the order of consideration set forth in the National Transfer Plans, but if an AT&T Mobility bargained employee and a Transferee both have qualifications that, in the judgment of the Company, are relatively equal, the AT&T Mobility bargained employee will be selected for the vacancy. This Agreement does not modify or diminish the **2024** Mobility Labor Agreement language regarding Article 13 – Work Assignments.

3. Clarification for AT&T Mobility Bargained Employees Leaving the Mobility Unit

Paragraphs 4 and 5 of the CSE Section of the NTP set forth specific circumstances in which a CWA represented regular employee covered by a CWA Labor Agreement may receive a Relocation Allowance per the applicable terms and conditions of the collective bargaining agreement at his/her former Company. The **2024** Mobility Labor Agreement which affords management discretion to afford such allowances will govern AT&T Mobility Bargained Employees who leave the Mobility Unit.

4. Additional Agreement Terms

The Union agrees that it will not seek to alter any existing bargaining units in any AT&T Company on the basis of any movement or transfer of employees as a result of this Agreement. Further, the Union will not, on the basis of this Agreement or change in operations, practices or benefits administration, eligibility or entitlement made by AT&T Mobility and/or the Participating Companies as a result of this Agreement, in any pleading, petition, complaint or proceeding before the National Labor Relations Board, an arbitrator or panel of arbitrators, or any court, assert, claim, charge or allege that such companies are a single or joint employer or enterprise, alter egos, accretions or successors of one another, or that any bargaining units of said entities represented by or sought to be represented by the Union are a single bargaining unit, or are or should be otherwise altered in their scope or composition. This commitment on the part of the Union will survive the expiration of this Agreement, unless and until such time as this commitment is terminated by the mutual written Agreement of the parties.

Notwithstanding any other provision to the contrary, this Agreement and any actions under it are not subject to arbitration.

This Agreement will become effective upon ratification of the **2024** Mobility Labor Agreement and upon the signature of the appropriate CWA Representative authorized for the Mobility CBA. If one of the Covered CBAs fails to ratify in the future, this Agreement will not become effective for the employees under that Covered CBA. This Agreement will remain in effect up to and including the expiration of the **2024** Mobility Labor Agreement. This letter prospectively supersedes the parties' February **22, 2020, ~~27,~~ 2016** letter regarding this topic.

⁵ By way of example only, if a Transferee's Net Credited Service date currently has them paying a 29% cost share for medical benefits, they will retain that 29% cost share under the 2024 Mobility Purple medical benefit plan. Similarly, if a Transferee has a 32% cost share, they will retain that at transfer as well.

The CWA represents and acknowledges that it is authorized under its International Constitution to execute this Agreement without a ratification vote of the Mobility Unit.

Sincerely,

Agreed and Accepted by:

Dean Cordova
Lead Labor Relations
AT&T Labor Relations

Jason Vellmer
Administrative Director
Communications Workers of America, District 6

Date

Date

Attachment

Attachment A to the Terms of Transfer Applicable to Employees Transferring between the Attached AT&T Participating Companies and AT&T Mobility Services LLC and ~~AT&T Customer Services, Inc.~~ into and out of the Mobility Bargaining Unit Represented by the Communication Workers of America District 6

- AT&T Billing Southeast, LLC
- AT&T Billing Southwest, LLC
- AT&T Corp.
- AT&T Global Communication Services Inc.**
- ~~AT&T Customer Services, Inc.~~
- ~~AT&T Mobility Puerto Rico, Inc.~~
- AT&T Mobility Services LLC
- AT&T Services, Inc.
- AT&T of the Virgin Islands, Inc.
- BellSouth Telecommunications, LLC
- ~~DIRECTV LLC~~
- Illinois Bell Telephone Company
- Indiana Bell Telephone Company, Incorporated
- Michigan Bell Telephone Company
- Nevada Bell Telephone Company
- The Ohio Bell Telephone Company
- Pacific Bell Telephone Company
- Southwestern Bell Telephone Company
- ~~Teleport Communications America LLC~~
- Wisconsin Bell Inc.

MEMORANDUM OF AGREEMENT
REGARDING VOLUNTARY RECOGNITION

February 24, 2024

This Agreement between AT&T Mobility Services LLC and ~~AT&T Customer Services, Inc.~~ ("Company") on behalf of itself and its affiliates and District 6 of the Communications Workers of America ("Union" or "CWA") pertains to those domestic wireless markets operated by the Company. Whereas the Company wishes to minimize disruption to the orderly conduct of the Company's day-to-day business, it agrees to a voluntary recognition process pursuant to the terms of this Agreement.

1. Applicability Clause

(a). The Company's voluntary recognition of the Union provided for by this Agreement shall be applicable to non-management employees of the Company whose classifications and actual work performed place them within the jurisdiction of the existing collective bargaining agreements between the parties as part of such Agreements' appropriate bargaining units, except as to those employees who are excluded therein and in this Agreement.

(b). As used herein, "the Company" means the domestic wireless services business operation of AT&T Mobility Services LLC and ~~AT&T Customer Services, Inc.~~ and does not include joint ventures, or new lines of business which the Company may enter into outside of its wireless telephone services operations.

(c). As used herein, "non-management" means employees who normally perform work in non-management job titles, as determined by the Company, in accordance with the statutory requirements of the National Labor Relations Act, as amended, and applicable decisions of the National Labor Relations Board and reviewing courts.

(d). The provisions of Subparagraph (a) herein, to the contrary notwithstanding, the parties further agree that any proposed bargaining unit shall exclude, but not by way of limitation, all outside sales employees where such employees are excluded in any particular labor agreement, and shall exclude, as well, professional, confidential, and managerial employees, guards and supervisors as defined in the National Labor Relations Act.

2. Voluntary Recognition Procedure

(a). When requested by the Union, the Company agrees to furnish the Union lists of employees in an appropriate bargaining unit in each applicable State which it seeks to represent. This list of employees will include the work location, job title, and home address (including the employee's home telephone number where available).

(b). The Voluntary Recognition Procedure shall be subject to the following:

1. The Union will request an Employee List from Company HQ Labor Relations.
2. The list will be supplied electronically within 10 calendar days where possible after request to the person identified by the union.
3. This list will be run based on the latest standardized employee report.
4. Only two lists will be supplied per 12-month period for the applicable unit as described in 2(c) below.
5. Only those cards dated within 60 days after the first signed card will be used by AAA to determine if the Union attained majority status (50% plus one) for voluntary recognition.
6. AAA will use the list of employees in the unit provided by the Company, reflecting unit employees as of the date of the first card filed with AAA, to determine if the union has attained majority status.

(c). The appropriate units for bargaining shall be consistent with the units established by the parties' bargaining history, pursuant to which they shall continue to be separated into the following units within each individual State and each unit including the job titles determined appropriate by the Company:

- Call Centers
- Inside Sales
- Outside Sales when such units are included in the particular labor agreement
- Network
- Information Technology

(d). The Union will give twenty-one (21) days' notice for access to Company locations. Access will be limited to a single sixty (60) day period during any twelve-month period for each unit agreed upon or determined as provided herein.

(e). If either the Company or the Union believes that the established unit(s) for recognition as defined to above, is no longer appropriate due to organizational changes, the parties shall meet and confer in good faith for the purpose of re-defining the appropriate unit.

(f). In the event that the parties are unable to agree, after negotiating in good faith for a reasonable time, but not to exceed ninety (90) days, upon the redefinition of an appropriate unit, the issue of the description of such unit shall be submitted to arbitration. The Arbitration shall be confined solely to the determination of the appropriate unit for bargaining and shall be guided in such deliberations by the statutory requirements of the National Labor Relations Act and the precedential decisions of the National Labor Relations Board and Appellate reviews of such Board decisions. The parties agree that the decision of the Arbitrator shall be final and binding. The Company and the Union agree that the **parties shall select an arbitrator from a list or lists of prospective arbitrators provided by the AAA** ~~permanent arbitrator to hear disputes with respect to this sub-paragraph. shall be Tom Angelo and the alternative arbitrator will be Richard Bloch. If either of these arbitrators cannot serve, the parties shall select an arbitrator from a list or lists of prospective arbitrators provided by the AAA.~~

(g). The Company agrees that the CWA shall be recognized as the exclusive bargaining agent for any bargaining unit(s) established under this Agreement not later than ten (10) days after receipt by the Company or written notice from the American Arbitration Association ("AAA") that the Union has presented valid authorization cards signed by a majority of the employees in such unit(s).

(h). As soon as practicable after the aforesaid recognition, the Parties agree that the newly recognized unit(s) shall be included within the existing and appropriate Labor Agreement between the Union and the Company with respect to wages, hours, and other terms and conditions of employment.

3. Neutrality

(a). The Company agrees, and shall so instruct all appropriate managers, that the Company will remain neutral and will neither assist nor hinder the Union on the issue of Union representation.

(b). For purposes of this Agreement, "neutrality" means that management shall not, within the course and scope of their employment by the Company, express any opinion for or against Union representation of any existing or proposed new bargaining unit, or for or against the Union or any officer, member or representative thereof in their capacity as such. Furthermore, management shall not make any statements or representation as to the potential effects or results of Union representation on the Company or any employee or group of employees. The Union also agrees that, in the course of any effort by the Union to obtain written authorization from employees as provided for in paragraph 2, above, neither the Union nor any of its officers, representatives, agents or employees will express publicly any negative comments concerning the motives, integrity or character of the Company, any affiliate of the Company, its parent Company, or any of their officers, agents, directors or employees.

(c). This Agreement supersedes and terminates any and all other agreements, Memorandums of Understanding, commitments or statements of intent regarding neutrality or card-check procedures that may exist as of the date hereof between the Union and each of its respective Districts and the Company.

4. Valid Authorization Cards.

For purposes of this Agreement, a valid written authorization card shall state specifically that by signing the card, the employee agrees to be represented by the Union, using the language set forth in Attachment 1.

5. Recognition For New Entities

(a). After the execution of this Agreement, should the Company acquire additional wireless markets, operations, or employees in or for which there is no active labor agreement or bargaining agreement in place, the parties agree that this Agreement shall apply to such after-acquired market, operation, or employees only after the Company has been operating the market or operation or has employed the employees for a period of time to and including for a period of 180 days. This provision shall not preclude employees hired to work in wireless markets or operations that existed prior to the execution of this Agreement from being included in such market's or operation's bargaining unit, if any, and covered by the collective bargaining agreement relating to that bargaining unit.

(b). If management determines that at least fifty percent (50%) plus one of the employees employed within an appropriate unit for bargaining by a new entity in a market who were immediately prior to such employment, employed in a bargaining unit represented by the Communications Workers of America, the Company agrees that it shall recognize the Union as the duly constituted exclusive bargaining representative of such bargaining unit employees, and extend the then current collective bargaining agreement in the jurisdiction of which the unit is located and the Union agrees to acknowledge and accept such Agreement as the Labor Agreement for such unit.

(c). Except as specified in paragraph 8. below, the Union shall retain any legal rights it may have to challenge any management decision or determination described in this paragraph 5.

6. Regulatory and Legislative Support. The Union hereby agrees to continue its support before the appropriate regulatory and legislative bodies for the Company's efforts to remain competitive in, and /or gain entry to, all telecommunications and related markets in which the Company chooses to participate, unless the Union determines such support to be in conflict with its interests. If the Union determines such a conflict exists, the Union will promptly so notify the Company and, at the request of the Company, meet to discuss and confer on such conflict.

The Company hereby agrees to support Union efforts before regulatory and legislative bodies unless the Company determines such support to be in conflict with its interests. If the Company determines such a conflict exists, the Company will so notify the Union and will, if requested by the Union, meet to discuss and confer on such conflict.

7. Dispute Resolution. Except as to disputes referenced in paragraph 2. of this Agreement, all disputes concerning the meaning or application of the terms of this Agreement shall be handled and addressed by the meeting of designated representatives of the Company and the Union. Either party may request such a meeting, and each party pledges its best efforts to address any and all concerns raised as to the meaning or application of this Agreement. With the exception of matters referenced in paragraph 2. above, the meaning or application of this Agreement shall not be subject to arbitration. Each party reserves its right to seek judicial or other relief provided by law to enforce this Agreement. However, the parties agree that prior to seeking such relief provided by law, the parties will meet and confer as set forth above.

8. Waiver of Certain Other Claims.

(a) The Union promises and agrees that in connection with any other legal or administrative proceeding or charge arising subsequent to the effective date of this Agreement between the Union and the Company or any Company affiliate, including but not limited to any proceeding before the National Labor Relations Board or its delegate, the Union hereby waives any claim, allegation or argument, and agrees to refrain from presenting this agreement as evidence in support of any claim, allegation or argument, that the Company, and/or any of its current or future affiliates, subsidiaries, and/or their divisions, units, agents, or corporate shareholders are or have been a single employer, joint employers, accretions or alter-egos with respect to each or any of them, to the extent that any such claim, allegation or argument is based upon:

- (1) Any change on or after the date of this Agreement in the administration and/or control of labor relations by the Company, its affiliates, parent company; or
- (2) Any change in the scope, availability to employees, or administration by management of any program or practice for the effectuation of employee-initiated transfers between

or among different subsidiaries or bargaining units; provided, however, that this paragraph shall not be construed as having any effect on the Union's right or the Company's obligation, to the extent the same may exist under applicable law and/or any pre-existing collective bargaining agreement(s), to negotiate changes in the terms and conditions applicable to such transfers; or

(3) Any change in scope or content of sales activity with or on behalf of those entities set forth in paragraph (a) herein.

(b). The Company agrees that the procedures contained in this Agreement are the exclusive procedures for demonstrating majority status, and the Company waives the right to an NLRB election in organizing efforts covered by this agreement.

(c). The provisions of this paragraph 8. shall survive the expiration of the remainder of this Agreement and shall have full force and effect until specifically voided by mutual written agreement of the parties.

9. Severability. Should any portion of this Agreement be voided or held unlawful or unenforceable by the National Labor Relations Board or any court of competent jurisdiction, the remaining provisions shall remain in full force and effect for the duration of this Agreement.

10. Duration. This Agreement shall be effective as of the dates on the signature lines below and shall run concurrent with the **2024** Labor Agreement between the Company and the Communications Workers of America and District 6.

Date _____
Jason Vellmer
Administrator Director
CWA, District 6

Date _____
Dean Cordova
Lead Labor Relations
AT&T Labor Relations

ATTACHMENT 1 TO
MEMORANDUM OF AGREEMENT REGARDING
NEUTRALITY AND CARD CHECK RECOGNITION

UNION REPRESENTATION AUTHORIZATION
Communications Workers of America, AFL-CIO

I hereby join with my fellow workers in organizing a Union to better our conditions of life and secure economic justice. I have voluntarily accepted membership in the Communications Workers of America (CWA) AFL-CIO and declare that this union shall be my representative in collective bargaining over wages, hours and all other terms and conditions of employment.

I understand that if the CWA presents cards for recognition signed by at least 50% plus one of the employees eligible to be in the bargaining unit, AT&T Mobility Services LLC will recognize CWA as the bargaining representative of employees in the appropriate bargaining unit without a representation election being conducted by the National Labor Relations Board and that AT&T Mobility Services LLC would bargain with CWA concerning the terms and conditions of my employment or apply the collective bargaining agreement which may already cover the bargaining unit in which I am employed.

NAME: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

DATE: _____ WORK LOCATION: _____

TITLE: _____ DEPARTMENT: _____

PHONE# (h) _____ Cell Phone: _____

SIGNATURE: _____

Outside Letter – Bright Horizons Family Solutions

February 24, 2024

Mr. Jason Vellmer
Administrative Director
CWA District 6
10733 Sunset Office Drive, Suite 201
Sunset Hills, Missouri 63127

Dear Mr. Vellmer:

The Company's bargained for employees represented by District 6 shall continue to be eligible to participate in the AT&T sponsored family solutions program.

The family solutions program – currently offered through Bright Horizons – includes a variety of family solution resources; below are examples of the benefits and services that are currently available to eligible bargained employees:

- Back-Up Care
- Elder Care
- Enhanced Family Support

The Company continues to retain the unilateral right to change, modify, amend or discontinue any and all component parts of the AT&T sponsored family solutions program, as currently provided through the AT&T sponsored wellbeing programs and the AT&T Careplus – A Supplemental Benefit Program.

This letter will remain in effect through the term of the 2024 Collective Bargaining Agreement for bargained employees in Mobility District 6.

Sincerely,

Dean Cordova
Lead Labor Relations
AT&T Labor Relations

Outside Letter – Wireless Technician

February 24, 2024

Mr. Jason Vellmer
 Administrative Director
 CWA District 6
 10733 Sunset Office Drive, Suite 201
 Sunset Hills, Missouri 63127

Dear Mr. Vellmer:

This letter memorializes the parties' agreement to transfer employees in the Technician MSC/RNOC job title within the Mobility Purple Regional Labor Agreement and the work associated with that job title into the Wireless Technician job title covered by the Mobility Purple 2024 Regional Labor Agreement. As part of this transfer, the combined Wireless Technicians will continue to perform the work that Wireless Technicians do today and will also be assigned any and all work functions associated with the Technician MSC/RNOC job title. Employees currently in the MSC/RNOC title may also be assigned any and all work currently performed by Wireless Technicians.

Employees in the newly combined Wireless Technician job title within Mobility Purple will have the following updated wage scale applied to them:

	2024
STEP	New Wireless Tech Table
1	755.00
2	815.50
3	880.50
4	951.00
5	1027.00
6	1109.00
7	1197.50
8	1293.50
9	1396.50
10	1508.00
11	1629.00
12	1759.00
13	1899.50

Wireless Tech employees will receive the 2024 General Wage Increase (GWI) as negotiated for their current wage table. The Company will complete the movement of the Wireless Technicians into the combined wage table within a reasonable period of time after the Contract Ratification Date. They will be slotted into the closest step of the table that is equal to, but not less than their current 2024 rate. The next applicable step increase will be six (6) months from the date of the move in accordance with wage progression rules. The provisions of Article 19, Section 1.c. will not apply.

The MSC/RNOC Technicians will be moved into the Wireless Technician title within a reasonable period of time after the Contract Ratification Date.

Sincerely,

Dean Cordova
 Lead Labor Relations
 AT&T Labor Relations

February 24, 2024

Outside Letter – AT&T Transitional Leave

Mr. Jason Vellmer
Administrative Director
CWA District 6
10733 Sunset Office Drive, Suite 201
Sunset Hills, Missouri 63127

Dear Mr. Vellmer:

The Company's bargained for employees within the Mobility Purple Regional Labor Agreement represented by District 6 shall be eligible to participate in the AT&T Transitional Leave program, found in the AT&T Leave of Absence Policy.

Currently, the Transitional Leave will apply to those Mobility Purple bargained employees who are part of a surplus work group, and who are within 24 months of Service Pension eligibility as of the force disposition date for the surplus work group.

The Company continues to retain the unilateral right to change, modify, amend or discontinue any and all component parts of the AT&T Leave of Absence Policy, including but not limited to the Transitional Leave, as currently provided by Sedgwick.

This letter will remain in effect through the term of the 2024 Collective Bargaining Agreement for bargained employees in Mobility District 6.

Sincerely,

Dean Cordova
Lead Labor Relations
AT&T Labor Relations

Outside Letter – Computing FMLA Hours

February 24, 2024

Jason Vellmer
Administrative Director
CWA District 6
10733 Sunset Office Drive, Suite 201
Sunset Hills, MO 63127

Dear Mr. Vellmer:

For eligible employees within the Mobility Purple 2024 Regional Labor Agreement, the Company agrees for the life of this agreement, that when computing hours of service to determine eligibility under the Family Medical Leave Act (FMLA), AT&T Mobility will include Union Activity time not paid by the Company in determining if an employee meets FMLA's minimum hours of service requirement.

Sincerely,

Dean Cordova
Lead Labor Relations
AT&T Labor Relations

CONTRACT LOAs, MOA and MOU

The Company will renew the following MOA, MOU and LOAs and they will be included in the 2024 Regional Labor Agreement as mutually agreed between the Company and Union.

- LOA 2 Commission "At-Risk"
- LOA 3 DMDR Chargebacks – No Change
- LOA 4 Jurisdictional Disputes
- LOA 5 New Employee Orientation
- LOA 6 New Employees Entering Bargaining Unit
- LOA 7 Retail Monthly Sales Quotas
- LOA 8 Sales Commissions
- LOA 10 Unpaid Time off for Union Activities
- LOA 11 Subcontracting
- LOA 12 Climbing Boots/Safety Footwear
- LOA 13 Prescription Safety Glasses
- MOA Regarding CWA Internal Appeal Process for Arbitration
- MOA Expedited Arbitration Resolution Process – Discipline Cases Only
- MOA Four Day Work Week
- Memorandum of Understanding Personnel Records

The following MOA and LOAs will be included in the 2024 Regional Labor Agreement as mutually agreed between the Company and Union.

- LOA 9 Strategic Alliance Committee - TA
- LOA XX Sr In Home Sales Experts Sales Quota Relief - TA
- LOA XX Sr In Home Sales Experts "At Risk" Commission - TA
- LOA XX Network Technicians - TA
- LOA XX Virtual Sales Experts Sales Quota Relief – TA
- LOA XX Virtual Sales Experts "At-Risk" Commission – TA

OUTSIDE /INDEPENDENT LETTERS, MOAs

The letters and memorandum of agreements shown below will be independent documents and will not be included in the labor agreement.

- Electronic Dues Authorization MOA - TA
- LOA CVS Letter - TA
- LOA Wellness Letter – TA
- Union Local Presidents – TA
- Mi60
- MOA Employment Security Commitment
- MOA Regarding Purple Mobility Call Center Percentages
- MOA Regarding Mobility Purple Retail Store Operations
- National Transfer Plan
- MOA Regarding Voluntary Recognition
- Bright Horizons Family Solutions
- Wireless Technicians
- Transitional Leave
- Computing FMLA Hours

Contract Letters of Agreement

- LOA X Sr In Home Sales Expert "At Risk" 02/15/2024 2:11P
- LOA X Sr In Home Sales Expert Sales Quota 02/15/2024 2:10P
- LOA X Network Technicians 02/13/2024 2:06P
- LOA Virtual Sales Ex Quota Relief 02/15/2024 2:08P
- LOA Virtual Sales EX "At-Risk" 02/15/2024 2:09P
- LOA 9 Strategic Alliance Com 02/17/2024 10:23A

Outside/Independent Letters/MOAs

- CVS LOA 02/09/2024 10:17A
- Wellness LOA 02/09/2024 10:15A
- Union Local Presidents 02/15/2024 2:12P
- Electronic Dues Authorization MOA 02/21/2024 10:15A

2024 AT&T Mobility/CWA Negotiations
Purple Labor Agreement Bargaining Proposal

Company Proposal: CBP03 CVS Letter

Contract Reference: Benefits

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	02/08/24				2/09/2024
Time:	10:13AM				10:17AM

February 23, 2024

Mr. Jason Vellmer
Administrative Director
CWA District 6
10733 Sunset Office Drive, Suite 201
Sunset Hills, Missouri 63127

Dear Mr. Vellmer:

AT&T has arranged with CVS Caremark to designate all CVS pharmacies as a part of the Caremark mail order fulfillment process. Essentially, this will permit AT&T employees to pick up 90-day prescriptions for maintenance drugs at CVS retail pharmacies and receive the lower mail order rates. This applies even after the prescription has been filled the allowed number of times at a retail pharmacy.

This arrangement is available at CVS branded pharmacies or its designated affiliates only. It will not be available at other pharmacies in the Caremark network.

If the union does not object, AT&T will continue to have this arrangement available to bargained AT&T Mobility employees represented by District 6. This arrangement is solely at AT&T's discretion and can be terminated or modified at any point during the term of the contract.

Sincerely,

Dean Cordova
Lead Labor Relations
AT&T

AT&T Confidential Proprietary

This Material may only be used for the purpose provided: AT&T Mobility / CWA 2024 Negotiations
CWA must undertake all precautions to secure from inadvertent or improper disclosure.

Page 1 of 1

AT&T Confidential Proprietary

This material may only be used for the purpose provided AT&T Mobility/CWA 2024 Mobility Purple Negotiations.
CWA must undertake all precautions to secure from inadvertent or improper disclosure.

2024 AT&T Mobility/CWA Negotiations Purple Labor Agreement Bargaining Proposal

Company Proposal: CP08 Electronic Dues

Contract Reference: Outside Letter - New

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	2/19/2024				2/21/2024
Time:	3:05PM				10:15AM

MEMORANDUM OF UNDERSTANDING REGARDING ELECTRONIC DUES AUTHORIZATION

The parties acknowledge and agree that the terms "written authorization" or "in writing signed by such employee" or similar language referring specifically to signed payroll due deduction authorization forms, as provided in the relevant provisions of the Collective Bargaining Agreement, includes dues deduction authorizations created and maintained by use of electronic records and electronic signatures so long as such signatures are consistent with any and all applicable law(s). The Union, therefore, may use electronic records to verify authorization for voluntary deduction of Union dues and fees from wages or payments for remittance to the Union, and authorization for voluntary deductions from wages or payments for remittance to COPE and PAF Funds, subject to the requirements of any applicable law. Such electronic signatures will be presented to the Company by the Union in the form of Exhibit A, and in accordance with the Union's processes for collecting such cards which will be provided to the Company upon request. The Company shall accept confirmations from the Union that the Union possesses electronic records of such electronic dues deduction authorizations and give full force and effect to such authorizations as "written authorization" or "in writing signed by such employee" or similar interactions for purposes of the dues deduction authorization provisions found within the Collective Bargaining Agreement during the term of this MOU unless the Company comes into possession of evidence that creates reasonable cause to doubt the authenticity or validity of the asserted signature. In addition, the Union agrees to indemnify and hold the Company harmless from all claims, damages, costs, fees and charges of any kind which may arise out of or result from the honoring by the Company of electronically signed dues or fees deduction authorizations in accordance with the provisions of this Agreement and the transmitting of such deducted dues or fees to the Union. The Company's acceptance of such electronic signatures shall be non-precedent setting.

This provision shall apply for the life of the Collective Bargaining Agreement currently in effect between the parties.

CONCUR:

Mike Keith
Vice President
Mobility Labor Relations

Derrick Osobase
Vice-President
Communications Workers of America

Date

Date

AT&T Confidential Proprietary

This Material may only be used for the purpose provided: AT&T Mobility / CWA 2024 Negotiations
CWA must undertake all precautions to secure from inadvertent or improper disclosure.

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AT&T Confidential Proprietary

This material may only be used for the purpose provided AT&T Mobility/CWA 2024 Mobility Purple Negotiations.
CWA must undertake all precautions to secure from inadvertent or improper disclosure.

2024 AT&T Mobility/CWA Negotiations Purple Labor Agreement Bargaining Proposal

EXHIBIT A

This document provides a comprehensive description of the proposed text and fields contained within the AT&T Mobility E-card.

* Asterisk indicates a required field.

First page: "This is a simple form with three different sections. You will receive a receipt in your email of your entry and will have the opportunity to make changes by email if something was entered in mistake. If you prefer to sign paper copies of any of these forms, please contact [insert contact]."

Second page - CWA Membership Form:

Header: "I hereby request and accept membership in the Communications Workers of America (CWA) and when accepted by the Local, agree to be bound by the Constitution of the Union and Amendments thereto and Rules and Regulations now in effect or subsequently enacted by the Union and/or the Local to which I am assigned."

Fields:

- First Name*
- Last Name*
- Work Location Address*
- Work Location State*
- Employee ID
- Local Number
- Home Address*
- Home City*
- Home State*
- Home Zip*
- Personal E-mail Address*
- Personal Cell Phone
- CWA Text/Call Opt-in

Membership question - radio buttons with two options: *

- "Yes, I accept membership in the Communications Workers of America!"
- "No, I decline membership. I understand I don't get to vote for local union officers or on contracts."

Electronic Signature*, with preface of "This typed electronic signature is equivalent to, and in place of, a hand-written signature. CWA and I agree that this card may be electronically signed and that the electronic signature appearing here is the same as a handwritten signature for the purposes of validity, enforceability, and admissibility."

Automatically collected fields:

- Signature Date
- Timestamp
- IP Address

Third page - Dues (or Equivalent Fee) Deduction Form:

Header: "I hereby authorize AT&T Mobility to deduct from the compensation (including disability benefits or vacation payments) due me an amount equal to the initiation fee certified in writing to the Company by the Secretary-Treasurer of the Communications Workers of America, or his/her duly constituted agent, and each month an amount equal to regular monthly Union dues, certified in writing to the Company by the Secretary-Treasurer of the Communications Workers of America, or his/her duly constituted agent. Each amount so deducted shall be remitted to the Secretary-Treasurer of the Communications Workers of America, or his/her duly constituted agent. If for any reason the Company fails to make a deduction, I authorize the Company to make such deduction in a subsequent payroll period."

This authorization is voluntarily made and is neither conditioned on my present or future membership in the Union, nor is it to be considered as a quid pro quo for membership. This authorization shall continue in effect until canceled by written notice signed by me and individually sent to the Company and to the Union. This cancellation of authorization must be postmarked during the fourteen (14) day period prior to each anniversary date of the current or any subsequent Collective Bargaining Agreement, or during the fourteen (14) day period prior to the termination of the current or any subsequent Collective Bargaining Agreement."

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2024 AT&T Mobility/CWA Negotiations Purple Labor Agreement Bargaining Proposal

Fields:

All fields are carried over from previous page (if filled in), except the Dues Deduction Authorization question and the Electronic Signature.

- First Name*
- Last Name*
- Work Location Address*
- Work Location State*
- Employee ID
- Local Number
- Home Address*
- Home City*
- Home State*
- Home Zip*
- Personal E-mail Address*
- Personal Cell Phone
- CWA Text/Call Opt-in

Dues Deduction Authorization question - radio buttons with two options: *

- "Yes, I choose to opt in for payroll dues deduction. I affirm that I am an employee employed by AT&T Mobility. I authorize AT&T Mobility to deduct from my salary an amount equal to regular monthly deals. This authorization shall remain in effect unless I cancel in writing."
- "No, I choose to opt out of payroll dues deduction."

Electronic Signature*, with preface of "This typed electronic signature is equivalent to, and in place of, a hand-written signature. CWA and I agree that this card may be electronically signed and that the electronic signature appearing here is the same as a handwritten signature for the purposes of validity, enforceability, and admissibility."

Automatically collected fields:

- Signature Date
- Timestamp
- IP Address

Fourth page - Political Contributions Committee Payroll Deduction Form:

Fields:

Field carried over from previous page (if filled in) include First and Last Name, Local Number, Home Address, Home City, Home State, Home Zip, Personal Email Address, Personal Cell Phone, and CWA Text/Call Opt-in.

- First Name
- Last Name
- Occupation
- Local Number
- Home Address
- Home City
- Home State
- Home Zip
- Personal Email Address
- Personal Cell Phone
- CWA Text/Call Opt-in

Amount to Deduct Per Pay Period - radio buttons with the following options:

- \$5
- \$15
- \$20
- \$25
- Other - write in

Select one - radio buttons with the following options:

- New Enrollment
- Change of Amount
- Cancellation

Political Contributions Authorization question - radio buttons with two options: *

- "Yes, I hereby authorize my employer to deduct from my wages the listed sum each pay period and to remit such amount to the Communications Workers of America-Committee on Political Education Political Contributions Committee. (CWA-COPE PCC)."
- "No, I choose to opt out."

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Legal language prior to Electronic Signature: "THIS AUTHORIZATION IS VOLUNTARILY MADE BASED ON MY SPECIFIC UNDERSTANDING THAT:

The signing of this authorization card and the making of contributions to CWA COPE PCC are not conditions of membership in the union nor of employment with the Company and that I may refuse to do so without fear of reprisal.

I am making a contribution to a joint fund-raising effort sponsored by CWA-COPE PCC and the AFL-CIO Committee on Political Education Political Contributions Committee ("AFL-CIO COPE PCC") and that CWA-COPE PCC and AFL-CIO COPE PCC will use my contributions for political purposes, including but not limited to, the making of contributions to or expenditures on behalf of candidates for federal, state, and local offices and addressing political issues of public importance.

Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation, and the name of employer of individuals whose contributions exceed \$200 in a calendar year.

Contributions or gifts to CWA-COPE PCC and AFL-CIO COPE PCC are not deductible as charitable contributions for federal income tax purposes."

Electronic Signature*, with preface of "This typed electronic signature is equivalent to, and in place of, a hand-written signature. CWA and I agree that this card may be electronically signed and that the electronic signature appearing here is the same as a handwritten signature for the purposes of validity, enforceability, and admissibility."

Automatically collected fields:
Signature Date
Timestamp
IP Address

Fifth and final page - Receipt page. Form logic will only show certain parts if the worker has opted in for membership, dues deduction, and/or political contributions. Email receipt delivers identical information:

If opted in for membership: Welcome to CWA!

This message is to confirm that we have received an electronic submission of authorization from you requesting and accepting membership in the Communications Workers of America (CWA). We have sent a confirmation message to the email address you provided: [Personal email]

Building a strong union at AT&T Mobility requires that we all pitch in to help out. We're excited for you to get involved! To find out how, contact [insert contact].

The information you submitted is below. If you need to correct any of the information you submitted, please contact us at [insert contact].

Name: [value]
Work Location Address: [value]
Work Location State: [value]
Employee ID: [value]
Local: [value]
Address: [value]
City: [value]
State: [value]
Zip: [value]
Personal Email: [value]
Personal Cell Phone: [value]
I want union-related updates from CWA via cell (text & voice): [value]

Electronic Signature: [value]
Signature Date: [value]
CWA Membership: [value]

If opted in for dues deduction authorization: We have received an electronic submission of authorization from you authorizing dues deduction. We have sent a confirmation message to the email address you provided: [value]

The information you submitted is below. If you need to correct any of the information you submitted, please contact us at [insert contact].

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Name: [value]
Work Location Address: [value]
Work Location State: [value]
Local No.: [value]
Home Address: [value]
City: [value]
State: [value]
Zip: [value]
Personal Email: [value]
Personal Cell Phone: [value]
I want union-related updates from CWA via cell (text & voice): [value]

Dues Deduction Authorization: [value]

Electronic Signature: [value]
Signature Date: [value]

If opted in for political contributions: We have received an electronic response regarding contributions to the CWA-COPE-PCC. We have sent a confirmation message to the email address you provided: [value]

If you would like to make any change any amount you contribute to the CWA-COPE-PCC, please email: cwacope@cwa-union.org.

Name: [value]
Occupation: [value]
Address: [value]
City: [value]
State: [value]
Zip: [value]
Personal Email: [value]
Personal Cell Phone: [value]
I want union-related updates from CWA via cell (text & voice): [value]

Amount to Deduct Per Pay Period: [value]
Type: [value]

Political Contributions Authorization: [value]
Electronic Signature: [value]
Signature Date: [value]

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2024 AT&T Mobility/CWA Negotiations Purple Labor Agreement Bargaining Proposal

Company Proposal: CP03

Contract Reference: LOA 9 Strategic Alliance Committee

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	2/16/2024				2/17/2024
Time:	10:59AM				10:23AM

LOA 9 Strategic Alliance Committee

February 24, 2024

Jason Vellmer
Administrative Director
CWA District 6
10733 Sunset Office Drive, Suite 201
Sunset Hills, MO 63127

Dear Mr. Vellmer:

The Company and the Union recognize that significant benefits have been and will continue to be derived from cooperative Union-Management relations. Through such cooperation, the parties have been able to explore innovative methods of operation which seek to modify traditional workplace relationships in ways designed to enhance the Company's effectiveness and competitiveness, increase Union and employee participation in local workplace decisions, and maximize employee satisfaction with their work.

Subject to the ratification of the **2024** Labor Agreement between AT&T Mobility Services LLC, ~~AT&T Customer Services, Inc.~~ and the Communications Workers of America (CWA), a renewed emphasis will be placed on Working Relations Committee (WRC) meetings. The intent of these meetings is to allow broad concerns of mutual interest to be discussed and resolved at a regional level.

Additionally, as a sign of commitment to the importance of **the** Company-Union relationship, AT&T Mobility Services LLC, ~~AT&T Customer Services, Inc.~~ and CWA District 6 will continue to participate in the Strategic Alliance Committee which was originally established in 2000.

The Strategic Alliance Committee will have three primary objectives:

- To strengthen the Company's competitive position in the marketplace;
- Provide a forum for the Union to discuss various issues with leaders of the business; and,
- Discuss and trial creative and innovative labor relations approaches to complex challenges in this competitive market.

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The Strategic Alliance Committee structure will be as follows:

1. The Strategic Alliance Committee will be comprised of 4 representatives from the Union and 4 representatives from the Company plus a chairperson for each side. ~~Company representatives may consist of regional leadership from functional areas such as Customer Service, Company Owned Retail Operations, Network, and Human Resources.~~ The Company and Union will determine who will participate for their respective sides.
2. The Strategic Alliance Committee will meet at least two times per year but may be convened more frequently upon the mutual agreement of the parties.
3. As appropriate and when mutually agreed to, the Strategic Alliance Committee may establish ongoing joint committees, ad hoc committees **(i.e., job satisfaction, evolving technologies, work and family hardships)**, etc. for the purpose of addressing specific areas for review and recommendations.
4. Recommendations of committees jointly established in number 3. above will be submitted to the Strategic Alliance Committee for consideration.

Nothing in this letter shall release or change the duties and rights of either party as provided in their Collective Bargaining Agreement dated February **24, 2024**.

Sincerely,

Dean Cordova
Lead Labor Relations
AT&T Labor Relations

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2024 AT&T Mobility/CWA Negotiations Purple Labor Agreement Bargaining Proposal

Company Proposal: CCP1 to UPOP4

Contract Reference: New LOA – Network Technicians

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:		2/9/2024			2/13/2024
Time:		10:41AM			2:06PM

LOA XX – Network Technicians

February 24, 2024

Jason Vellmer
Administrative Director
CWA District 6
10733 Sunset Office Drive, Suite 201
Sunset Hills, MO 63127

Dear Mr. Vellmer:

In the event the Company determines that a temporary workforce imbalance exists for Wireless Technicians in a specified area, the Company will notify the Union Local(s) in that area. For purposes of satisfying the temporary workforce imbalance, the Company will first seek volunteers for the affected Wireless Technicians, as determined by management, in seniority order. If an insufficient number of employee volunteer, then the Company will assign by inverse seniority. The Company shall determine the location(s)/orbit(s) from which the reassignment will occur. If the temporary workforce imbalance continues for six (6) months, the imbalance will be remedied by making a permanent rearrangement of the workforce as described below.

In the event the Company determines a permanent rearrangement of the Wireless Technician workforce becomes necessary due to a workforce imbalance, the Company will advise the CWA Local(s) representing affected employees prior to notification of the employees. The Company will endeavor to notify affected employees thirty (30) days prior to the effective date of their reassignment. The Company shall determine the location(s)/orbit(s) from which the reassignment will occur.

In making the determination the Company will first seek volunteers from the affected Wireless Technicians, as determined by management, in seniority order. If an insufficient number of employees volunteer, then the Company will assign by inverse seniority. The Company will notify the Union with the results of the canvas before completing a permanent rearrangement.

If an employee is reassigned, voluntarily or involuntarily, through this process and an assignment becomes available within one (1) year in the orbit(s) from which the technician was previously assigned, the employee shall have the opportunity to retreat to the previously assigned location/orbit. An employee who rejects an initial opportunity to retreat will forfeit all return rights under this section.

Sincerely,

Dean Cordova
Lead Labor Relations
AT&T

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2024 AT&T Mobility/CWA Negotiations Purple Labor Agreement Bargaining Proposal

Company Proposal: CCP1 to UPRS6 - LOA X Sr In Home Sales Expert Commission "At Risk"
 Contract Reference: New LOA

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:		2/14/2024			2/15/2024
Time:		10:12AM			2:11PM

LOA XX – Sr In Home Sales Expert "At Risk" Commission

February 24, 2024

Jason Vellmer
 Administrative Director
 District 6
 10733 Sunset Office Drive, Suite 201
 Sunset Hills, MO 63127

Dear Mr. Vellmer:

Subject to the ratification of the 2024 Labor Agreement between AT&T Mobility Services LLC, and the Communications Workers of America, the Company agrees during the period of this Letter of Agreement:

- Upon 100% achievement of performance targets, full time Sr In Home Sales Experts (SSEs) will be targeted to earn a minimum pre-chargeback "at-risk" commission of \$15,000 per year.
- All components of the Compensation Plan are determined and remain at the sole discretion of the Company including but not limited to compensation components (e.g. what activities and measures are subject to compensation, volumes required, establishment of performance targets and target minimums), qualifiers (e.g. minimum standards that must be met in order to be eligible for commissions, division of dollars associated with each compensated element, seasonally impact on target setting, and new hire expectations).
- The Company reserves in its sole discretion the right to trial, test, and introduce new compensation practices, elements, components, programs, and plans subject to the minimum pre-chargeback "at-risk" commission set forth above. SSEs on new hire guarantee are exempt. This letter does not replace, relieve, or diminish any right to impose or set quota requirement(s) as the Company deems appropriate.

Sincerely,

Dean Cordova
 Lead Labor Relations
 AT&T Labor Relations

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2024 AT&T Mobility/CWA Negotiations Purple Labor Agreement Bargaining Proposal

Company Proposal: CCP1 to UPRS5 – LOA X – SSE Monthly Sales Quota

Contract Reference: New LOA

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:		2/15/2024			2/15/2024
Time:		10:10AM			2:10PM

LOA xx – Sr In Home Sales Expert Sales Quota Relief

February 24, 2024

Jason Vellmer
Administrative Director
District 6
10733 Sunset Office Drive, Suite 201
Sunset Hills, MO 63127

Dear Mr. Vellmer:

Subject to ratification of the 2024 Labor Agreement between AT&T Mobility LLC and the Communications Workers of America, monthly sales quotas for Sr In Home Sales Experts will be adjusted in eight-hour increments for Vacation, EWP, Company mandated training, and Union absence time. Monthly sales quotas for discipline purposes will be adjusted in 8-hour increments for Vacation, EWP, Company-mandated training, and Union absence time.

According to the Company’s normal business operations and operating practices, the Company implemented the following changes to the sales relief calculation on October 1, 2022.

Sales Relief percentage range for the Sr In Home Sales Expert is determined based on the total number of eligible hours of absence an employee has during a monthly Commission cycle.

- o Range 0 – 160 minimum hours (8-hour increments)
- o Range Relief Percentage 0.00%-100% (8 aggregate hours in a calendar month)

Example based on eligible absence “Vacation” in 8-hour increments for eligible absence within a monthly Commission cycle.

Minimum Hours	Relief Percentage
8	5%

Total At-risk x % eligible hours of absence = Sales Relief Payment \$1,666 Position At-risk x.05 = \$83.33 Sales Relief Payment
Actual Net Sales Monthly Commission is \$900 + \$83.33 = \$983.33 Commission Advanced

In the same example above, if the employee takes 40 hours eligible absence in a calendar month, Sales Relief Percentage is 25%; \$1,666 Position At-risk x.25 = \$416.67 Sales Relief Payment. Actual Net Sales Monthly Commission is \$900 + \$416.67 = \$1,316.67 Commission Advanced.

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2024 AT&T Mobility/CWA Negotiations Purple Labor Agreement Bargaining Proposal

Company Proposal: CCP1 to UPCC6 - LOA X VSE Commission "At Risk"

Contract Reference: New LOA

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:		2/15/2024			2/15/2024
Time:		10:12AM			2:09PM

LOA XX Virtual Sales Expert Commission "At Risk"

February 24, 2024

Jason Vellmer
Administrative Director
District 6
10733 Sunset Office Drive, Suite 201
Sunset Hills, MO 63127

Dear Mr. Vellmer:

Subject to the ratification of the 2024 Labor Agreement between AT&T Mobility Services LLC, and the Communications Workers of America, the Company agrees during the period of this Letter of Agreement:

- Under the current compensation design, full time Virtual Sales Experts (VSEs) will be targeted to earn a minimum pre-chargeback "at-risk" commission of \$13,050 per year upon 100% achievement of performance targets.
- All components of the Compensation Plan are determined and remain at the sole discretion of the Company including, but not limited to, compensation components (e.g. what activities and measures are subject to compensation, volumes required, establishment of performance targets and target minimums), and qualifiers (i.e. minimum standards that must be met in order to be eligible for commissions, division of dollars associated with each compensated element, seasonality impact on target setting, and new hire expectations).
- The Company reserves in its sole discretion the right to trial, test, and introduce new compensation practices, elements, components, programs, and plans subject to the minimum pre-chargeback "at-risk" commission set forth above. VSEs on new hire guarantee are exempt. This letter does not replace, relieve, or diminish any right to impose or set quota requirement(s) as the Company deems appropriate. It also does not replace, relieve, or diminish the Company's existing right to determine in its sole discretion the products and services offered and sold by Mobility employees.

Sincerely,

Dean Cordova
Lead Labor Relations
AT&T Labor Relations

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Company Proposal: CCP1 to UPCC5 LOA - VSE Sales Quota Relief

Contract Reference: New LOA

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:		2/15/2024			2/15/2024
Time:		10:13AM			2:08PM

LOA xx – Virtual Sales Expert Sales Quota Relief

February 24, 2024

Jason Vellmer
Administrative Director
District 6
10733 Sunset Office Drive, Suite 201
Sunset Hills, MO 63127

Dear Mr. Vellmer:

Subject to ratification of the 2024 Labor Agreement between AT&T Mobility LLC and the Communications Workers of America, monthly sales quotas for Virtual Sales Experts will be adjusted in eight-hour increments for Vacation, EWP, Company mandated training, and Union absence time. Monthly sales quotas for discipline purposes will be adjusted in 8-hour increments for Vacation, EWP, Company-mandated training, and Union absence time.

According to the Company's normal business operations and operating practices, the Company implemented the following changes to the sales relief calculation on October 1, 2022.

Sales Relief percentage range for Virtual Sales Experts is determined based on the total number of eligible hours of absence an employee has during a monthly Commission cycle.

- o Range 0 – 160 minimum hours (8-hour increments)
- o Range Relief Percentage 0.00%-100% (8 aggregate hours in a calendar month)

Example based on eligible absence "Vacation" in 8-hour increments for eligible absence within a monthly Commission cycle.

Minimum Hours	Relief Percentage
8	5%

Total At-risk x % eligible hours of absence = Sales Relief Payment \$1,450 Position At-risk x.05 = \$72.50 Sales Relief Payment
Actual Net Sales Monthly Commission is \$900 + \$72.50 = \$972.50 Commission Advanced

In the same example above, if the employee takes 40 hours eligible absence in a calendar month, Sales Relief Percentage is 25%; \$1,450 Position At-risk x.25 = \$362.50 Sales Relief Payment. Actual Net Sales Monthly Commission is \$900 + \$362.50 = \$1,262.50 Commission Advanced.

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2024 AT&T Mobility/CWA Negotiations Purple Labor Agreement Bargaining Proposal

Company Proposal: CP02.1 – Union Local Presidents

Contract Reference: Outside Letter

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	2/15/2024				2/15/2024
Time:	10:15AM				2:12PM

Outside Letter

February 24, 2024

Jason Vellmer
 Administrative Director
 CWA District 6
 10733 Sunset Office Drive, Suite 201
 Sunset Hills, MO 63127

Dear Mr. Vellmer:

Subject to ratification of the 2024 Regional Labor Agreement between AT&T Mobility Services LLC (the "Company") and the Communications Workers of America, District 6, the Company agrees that certified Local Presidents (or, where a certified Local President designates in writing, their designee¹) employed by the Company shall suffer no loss in pay to attend meetings with other AT&T companies.

Examples include:

- Meetings in which discipline (including warnings which are to be recorded as such in the personnel file, suspension, demotion, or discharge) is to be announced, if the employee so requests.
- Formal grievance meetings.
- Meetings requested by management where management confirms their agreement to pay for the Local President's or their designee's time in advance (on a case-by-case basis).
- Committee meetings where management confirms their agreement to pay for the Local President's or their designee's time in advance between the Company and the Communications Workers of America, District 6.

The Company retains the sole discretion to determine methods used to track and approve or deny this time. Neither time spent in travel, nor any other expenses incurred by a Local President, or their designee are covered by this agreement.

¹ Local President's designee must be employed by the Company and may only be changed one-time annually. Annual designee changes must be done in writing and presented to the Company prior to the designee taking the position.

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2024 AT&T Mobility/CWA Negotiations
Purple Labor Agreement Bargaining Proposal

This Letter of Agreement will apply for the duration of the 2024 Regional Labor Agreement.

Sincerely,

Dean Cordova
Lead Labor Relations
AT&T

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2024 AT&T Mobility/CWA Negotiations Purple Labor Agreement Bargaining Proposal

Company Proposal: CBP02 Wellness Letter

Contract Reference: Benefits

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	02/08/24				02/09/2024
Time:	10:12AM				10:15AM

February 23, 2024

Mr. Jason Vellmer
 Administrative Director
 CWA District 6
 10733 Sunset Office Drive, Suite 201
 Sunset Hills, Missouri 63127

Dear Mr. Vellmer:

The Company's bargained for employees represented by District 6 shall continue to be eligible to participate in the AT&T sponsored wellbeing programs, currently through the AT&T Total Wellbeing Program as provided below.

The program includes wellbeing resources, programs, tools, online portals and applications as they change from time to time. Below are examples of the benefits and services that are available to eligible bargained employees:

Wellbeing Programs

- Medical Decision Support Services
- Coaching topics, including but not limited to the following: weight management, exercise, stress management, tobacco cessation, healthy eating, appointment adherence, depression prevention, maternity care, sleep, medication adherence and self-management

Disease Management

- Asthma
- Heart Failure
- Coronary Artery Disease
- Diabetes
- Chronic Obstructive Pulmonary Disease
- Musculoskeletal Disorders

Total Wellbeing Portal

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Financial Wellbeing

- Planning and guidance resources and tools
- Educational guides and workshops
- Online portals

Certain services are only available to employees who enroll in an AT&T self-insured medical program option. Currently, employees who enroll in a fully-insured medical coverage option such as an HMO or waive medical coverage (opt-out) may also be given access to all or part of the AT&T sponsored wellbeing programs as determined by the Company.

The Company retains the unilateral right to change, modify, amend or discontinue any and all components parts of the AT&T sponsored wellbeing programs.

This letter will remain in effect through the term of the 2024 Collective Bargaining Agreement for bargained employees in Mobility District 6.

Sincerely,

Dean Cordova
Lead Labor Relations
AT&T

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CWA must undertake all precautions to secure from inadvertent or improper disclosure.

**Mobility Purple
Appendix A
Wages**

Administrative Assistant

Step	<u>Effective</u> 2/24/2024	<u>Effective*</u> 2/23/2025	<u>Effective*</u> 2/22/2026	<u>Effective*</u> 2/21/2027
1	396.50	396.50	396.50	396.50
2	426.50	427.50	428.50	429.50
3	458.50	461.00	463.00	465.50
4	493.50	497.00	500.50	504.50
5	530.50	536.00	541.00	546.50
6	571.00	578.00	585.00	592.50
7	614.00	623.00	632.50	642.00
8	660.50	672.00	683.50	695.50
9	710.00	724.50	739.00	753.50
10	764.00	781.00	798.50	816.50
11	821.50	842.00	863.00	885.00
12	883.50	908.00	933.00	959.00
13	950.50	979.00	1008.50	1039.00

Business Account Executive

Step	<u>Effective</u> 2/24/2024	<u>Effective*</u> 2/23/2025	<u>Effective*</u> 2/22/2026	<u>Effective*</u> 2/21/2027
1	535.50	535.50	535.50	535.50
2	567.50	568.50	570.00	571.50
3	601.00	604.00	607.00	610.00
4	636.50	641.50	646.00	651.00
5	674.50	681.00	688.00	694.50
6	714.50	723.00	732.00	741.00
7	757.00	768.00	779.50	791.00
8	801.50	815.50	830.00	844.00
9	849.50	866.00	883.50	901.00
10	899.50	920.00	940.50	961.50
11	953.00	976.50	1001.00	1026.00
12	1009.50	1037.00	1065.50	1095.00
13	1069.50	1101.50	1134.50	1168.50

Business Customer Service Specialist I

Step	<u>Effective</u> 2/24/2024	<u>Effective*</u> 2/23/2025	<u>Effective*</u> 2/22/2026	<u>Effective*</u> 2/21/2027
1	414.50	414.50	414.50	414.50
2	442.00	443.00	444.00	445.00
3	471.00	473.00	475.50	478.00
4	502.00	505.50	509.00	513.00
5	534.50	540.00	545.50	551.00
6	570.00	577.00	584.00	591.50
7	607.50	616.50	625.50	635.00
8	647.50	658.50	670.00	681.50
9	690.00	703.50	717.50	732.00
10	735.00	751.50	768.50	786.00
11	783.50	803.00	823.00	843.50
12	835.00	858.00	881.50	906.00
13	890.00	916.50	944.00	972.50

Business Customer Service Specialist II

Step	<u>Effective</u> 2/24/2024	<u>Effective*</u> 2/23/2025	<u>Effective*</u> 2/22/2026	<u>Effective*</u> 2/21/2027
1	489.00	489.00	489.00	489.00
2	521.00	522.00	523.50	524.50
3	554.50	557.50	560.00	563.00
4	590.50	595.00	599.50	604.00
5	629.00	635.00	641.50	647.50
6	670.00	678.00	686.50	695.00
7	713.50	724.00	734.50	745.50
8	759.50	773.00	786.00	800.00
9	809.00	825.00	841.50	858.00
10	861.50	880.50	900.50	920.50
11	917.50	940.00	963.50	987.50
12	977.00	1003.50	1031.00	1059.50
13	1040.50	1071.50	1103.50	1136.50

Business Premier Service Consultant

Step	<u>Effective</u> 2/24/2024	<u>Effective*</u> 2/23/2025	<u>Effective*</u> 2/22/2026	<u>Effective*</u> 2/21/2027
1	600.00	600.00	600.00	600.00
2	623.00	624.50	626.00	627.50
3	646.50	649.50	653.00	656.00
4	671.00	676.00	681.00	686.00
5	696.50	703.50	710.50	717.50
6	723.00	732.00	741.00	750.50
7	750.50	761.50	773.00	784.50
8	779.00	792.50	806.50	820.50
9	809.00	825.00	841.00	858.00
10	839.50	858.00	877.50	897.00
11	871.50	893.00	915.50	938.00
12	904.50	929.50	955.00	981.00
13	939.00	967.00	996.00	1026.00

Business Sales Specialist

Step	<u>Effective</u> 2/24/2024	<u>Effective*</u> 2/23/2025	<u>Effective*</u> 2/22/2026	<u>Effective*</u> 2/21/2027
1	475.00	475.00	475.00	475.00
2	506.00	507.00	508.50	509.50
3	538.50	541.50	544.00	546.50
4	573.50	578.00	582.00	586.50
5	610.50	617.00	623.00	629.00
6	650.50	658.50	666.50	675.00
7	692.50	703.00	713.00	724.00
8	737.50	750.50	763.00	776.50
9	785.00	801.00	817.00	833.00
10	836.00	855.00	874.00	893.50
11	890.50	912.50	935.50	958.50
12	948.00	974.50	1001.00	1028.00
13	1009.50	1040.00	1071.00	1103.00

Years 2025 thru 2027 subject to a potential COLA adjustment in accordance with the Bargaining Agreement

**Mobility Purple
Appendix A
Wages**

Clerical Associate

Step	<u>Effective</u> <u>2/24/2024</u>	<u>Effective*</u> <u>2/23/2025</u>	<u>Effective*</u> <u>2/22/2026</u>	<u>Effective*</u> <u>2/21/2027</u>
1	406.50	406.50	406.50	406.50
2	433.50	434.50	435.50	436.50
3	462.00	464.50	466.50	469.00
4	492.50	496.50	500.00	504.00
5	525.50	530.50	536.00	541.00
6	560.00	567.00	574.00	581.50
7	597.00	606.00	615.00	624.50
8	637.00	648.00	659.00	670.50
9	679.00	692.50	706.50	720.50
10	724.00	740.50	757.00	774.00
11	772.00	791.50	811.00	831.00
12	823.00	846.00	869.00	893.00
13	877.50	904.00	931.00	959.00

Client Service Specialist
Client Service Specialist (WFH)

Step	<u>Effective</u> <u>2/24/2024</u>	<u>Effective*</u> <u>2/23/2025</u>	<u>Effective*</u> <u>2/22/2026</u>	<u>Effective*</u> <u>2/21/2027</u>
1	501.50	501.50	501.50	501.50
2	529.00	530.00	531.50	533.00
3	558.00	560.50	563.50	566.00
4	588.50	593.00	597.00	601.50
5	620.50	627.00	633.00	639.50
6	654.50	662.50	671.00	679.50
7	690.50	700.50	711.00	722.00
8	728.00	741.00	754.00	767.00
9	768.00	783.50	799.00	815.00
10	810.00	828.00	847.00	866.00
11	854.50	875.50	897.50	920.00
12	901.00	926.00	951.50	978.00
13	950.50	979.00	1008.50	1039.00

Coordinator
Coordinator WFH

Step	<u>Effective</u> <u>2/24/2024</u>	<u>Effective*</u> <u>2/23/2025</u>	<u>Effective*</u> <u>2/22/2026</u>	<u>Effective*</u> <u>2/21/2027</u>
1	480.50	480.50	480.50	480.50
2	515.00	516.00	517.50	518.50
3	551.50	554.50	557.00	560.00
4	591.00	595.50	600.00	604.00
5	633.00	639.50	646.00	652.00
6	678.50	687.00	695.50	704.00
7	727.00	737.50	748.50	760.00
8	779.00	792.50	806.00	820.00
9	834.50	851.00	868.00	885.00
10	894.00	914.00	934.50	955.50
11	958.00	981.50	1006.00	1031.50
12	1026.00	1054.50	1083.50	1113.00
13	1099.50	1132.50	1166.50	1201.50

Customer Service Representative I
Customer Service Rep WFH

Step	<u>Effective</u> <u>2/24/2024</u>	<u>Effective*</u> <u>2/23/2025</u>	<u>Effective*</u> <u>2/22/2026</u>	<u>Effective*</u> <u>2/21/2027</u>
1	414.50	414.50	414.50	414.50
2	442.00	443.00	444.00	445.00
3	471.00	473.00	475.50	478.00
4	502.00	505.50	509.00	513.00
5	534.50	540.00	545.50	551.00
6	570.00	577.00	584.00	591.50
7	607.50	616.50	625.50	635.00
8	647.50	658.50	670.00	681.50
9	690.00	703.50	717.50	732.00
10	735.00	751.50	768.50	786.00
11	783.50	803.00	823.00	843.50
12	835.00	858.00	881.50	906.00
13	890.00	916.50	944.00	972.50

Customer Service Representative II

Step	<u>Effective</u> <u>2/24/2024</u>	<u>Effective*</u> <u>2/23/2025</u>	<u>Effective*</u> <u>2/22/2026</u>	<u>Effective*</u> <u>2/21/2027</u>
1	489.00	489.00	489.00	489.00
2	517.00	518.00	519.50	520.50
3	546.50	549.00	551.50	554.50
4	577.50	581.50	586.00	590.50
5	610.50	616.50	622.50	628.50
6	645.00	653.00	661.00	669.50
7	682.00	692.00	702.50	713.00
8	720.50	733.00	746.00	759.00
9	761.50	777.00	792.50	808.00
10	805.00	823.00	841.50	860.50
11	851.00	872.00	894.00	916.50
12	899.50	924.00	949.50	976.00
13	950.50	979.00	1008.50	1039.00

Customer Support Specialist

Step	<u>Effective</u> <u>2/24/2024</u>	<u>Effective*</u> <u>2/23/2025</u>	<u>Effective*</u> <u>2/22/2026</u>	<u>Effective*</u> <u>2/21/2027</u>
1	513.50	513.50	513.50	513.50
2	540.50	542.00	543.50	544.50
3	569.50	572.00	575.00	578.00
4	599.50	604.00	608.50	613.00
5	631.50	637.50	644.00	650.50
6	665.00	673.00	681.50	690.00
7	700.00	710.50	721.00	732.00
8	737.00	750.00	763.00	776.50
9	776.50	791.50	807.50	823.50
10	817.50	835.50	854.50	873.50
11	861.00	882.00	904.00	927.00
12	906.50	931.00	957.00	983.00
13	954.50	983.00	1012.50	1043.00

Years 2025 thru 2027 subject to a potential COLA adjustment in accordance with the Bargaining Agreement

**Mobility Purple
Appendix A
Wages**

Finance Representative I

Step	<u>Effective</u> 2/24/2024	<u>Effective*</u> 2/23/2025	<u>Effective*</u> 2/22/2026	<u>Effective*</u> 2/21/2027
1	415.50	415.50	415.50	415.50
2	445.00	446.50	447.50	448.50
3	477.00	479.50	481.50	484.00
4	511.00	515.00	518.50	522.50
5	547.50	553.00	558.50	564.00
6	586.50	594.00	601.00	608.50
7	628.50	638.00	647.50	657.00
8	673.50	685.00	697.00	709.00
9	721.50	735.50	750.50	765.50
10	773.00	790.00	808.00	826.00
11	828.00	848.50	870.00	892.00
12	887.00	911.50	936.50	962.50
13	950.50	979.00	1008.50	1039.00

Finance Representative II

Finance Representative II WFH				
Step	<u>Effective</u> 2/24/2024	<u>Effective*</u> 2/23/2025	<u>Effective*</u> 2/22/2026	<u>Effective*</u> 2/21/2027
1	456.50	456.50	456.50	456.50
2	487.50	489.00	490.00	491.50
3	521.00	523.50	526.00	529.00
4	556.50	561.00	565.00	569.00
5	594.50	600.50	606.50	612.50
6	635.50	643.50	651.50	659.50
7	679.00	689.00	699.00	709.50
8	725.50	738.00	750.50	763.50
9	775.00	790.50	806.00	822.00
10	828.00	846.50	865.50	884.50
11	884.50	906.50	929.00	952.00
12	945.00	971.00	997.50	1025.00
13	1009.50	1040.00	1071.00	1103.00

Fraud Analyst

Step	<u>Effective</u> 2/24/2024	<u>Effective*</u> 2/23/2025	<u>Effective*</u> 2/22/2026	<u>Effective*</u> 2/21/2027
1	468.00	468.00	468.00	468.00
2	507.00	508.50	509.50	511.00
3	549.50	552.50	555.00	558.00
4	596.00	600.50	604.50	609.00
5	646.00	652.00	658.50	665.00
6	700.00	708.50	717.50	726.00
7	758.50	770.00	781.50	793.00
8	822.00	836.50	851.00	866.00
9	891.00	909.00	927.00	945.50
10	965.50	987.50	1009.50	1032.00
11	1046.50	1073.00	1099.50	1127.00
12	1134.50	1165.50	1197.50	1230.50
13	1229.50	1266.50	1304.50	1343.50

Information Systems Technician

Step	<u>Effective</u> 2/24/2024	<u>Effective*</u> 2/23/2025	<u>Effective*</u> 2/22/2026	<u>Effective*</u> 2/21/2027
1	594.50	594.50	594.50	594.50
2	639.50	641.00	642.50	644.00
3	687.50	691.00	694.50	698.00
4	739.50	745.00	751.00	756.50
5	795.50	803.50	811.50	819.50
6	855.50	866.50	877.00	888.00
7	920.50	934.00	948.00	962.50
8	990.00	1007.50	1025.00	1042.50
9	1065.00	1086.00	1107.50	1130.00
10	1145.00	1171.00	1197.50	1224.00
11	1232.00	1262.50	1294.00	1326.50
12	1325.00	1361.50	1399.00	1437.50
13	1425.00	1468.00	1512.00	1557.50

Intergrated Sales Support Representative

Step	<u>Effective</u> 2/24/2024	<u>Effective*</u> 2/23/2025	<u>Effective*</u> 2/22/2026	<u>Effective*</u> 2/21/2027
1	468.00	468.00	468.00	468.00
2	507.00	508.50	509.50	511.00
3	549.50	552.50	555.00	558.00
4	596.00	600.50	604.50	609.00
5	646.00	652.00	658.50	665.00
6	700.00	708.50	717.50	726.00
7	758.50	770.00	781.50	793.00
8	822.00	836.50	851.00	866.00
9	891.00	909.00	927.00	945.50
10	965.50	987.50	1009.50	1032.00
11	1046.50	1073.00	1099.50	1127.00
12	1134.50	1165.50	1197.50	1230.50
13	1229.50	1266.50	1304.50	1343.50

National Distribution Account Executive

Step	<u>Effective</u> 2/24/2024	<u>Effective*</u> 2/23/2025	<u>Effective*</u> 2/22/2026	<u>Effective*</u> 2/21/2027
1	374.50	374.50	374.50	374.50
2	402.50	403.50	404.50	405.50
3	432.50	434.50	437.00	439.00
4	465.00	468.50	472.00	475.50
5	500.00	504.50	509.50	515.00
6	537.00	544.00	550.50	557.50
7	577.50	586.00	594.50	603.50
8	620.50	631.00	642.00	653.50
9	667.00	680.00	693.50	707.50
10	717.00	733.00	749.00	766.00
11	770.50	789.50	809.00	829.50
12	828.00	850.50	874.00	898.00
13	890.00	916.50	944.00	972.50

Years 2025 thru 2027 subject to a potential COLA adjustment in accordance with the Bargaining Agreement

**Mobility Purple
Appendix A
Wages**

Premier Service Consultant
Premier Service Consultant WFH, HYB

Retail Sales Consultant

Step	<u>Effective</u> 2/24/2024	<u>Effective*</u> 2/23/2025	<u>Effective*</u> 2/22/2026	<u>Effective*</u> 2/21/2027
1	600.00	600.00	600.00	600.00
2	623.00	624.50	626.00	627.50
3	646.50	649.50	653.00	656.00
4	671.00	676.00	681.00	686.00
5	696.50	703.50	710.50	717.50
6	723.00	732.00	741.00	750.50
7	750.50	761.50	773.00	784.50
8	779.00	792.50	806.50	820.50
9	809.00	825.00	841.00	858.00
10	839.50	858.00	877.50	897.00
11	871.50	893.00	915.50	938.00
12	904.50	929.50	955.00	981.00
13	939.00	967.00	996.00	1026.00

Step	<u>Effective</u> 2/24/2024	<u>Effective</u> TBD 2024	<u>Effective*</u> 2/23/2025	<u>Effective*</u> 2/22/2026	<u>Effective*</u> 2/21/2027
1	402.50	515.00	515.00	515.00	515.00
2	432.00	542.50	544.00	545.00	546.50
3	463.50	571.50	574.50	577.00	580.00
4	497.50	602.00	606.50	611.00	615.50
5	534.00	634.50	640.50	647.00	653.00
6	573.00	668.00	676.50	685.00	693.00
7	615.00	704.00	714.50	725.00	735.50
8	660.00	741.50	754.50	767.50	781.00
9	708.50	781.00	796.50	812.50	828.50
10	760.50	823.00	841.50	860.00	879.50
11	816.00	867.00	888.50	910.50	933.00
12	876.00	913.00	938.50	964.00	990.50
13	940.00	962.00	991.00	1020.50	1051.00

Service Specialist

Small Biz Advisor I

Step	<u>Effective</u> 2/24/2024	<u>Effective*</u> 2/23/2025	<u>Effective*</u> 2/22/2026	<u>Effective*</u> 2/21/2027
1	513.50	513.50	513.50	513.50
2	540.50	542.00	543.50	544.50
3	569.50	572.00	575.00	578.00
4	599.50	604.00	608.50	613.00
5	631.50	637.50	644.00	650.50
6	665.00	673.00	681.50	690.00
7	700.00	710.50	721.00	732.00
8	737.00	750.00	763.00	776.50
9	776.50	791.50	807.50	823.50
10	817.50	835.50	854.50	873.50
11	861.00	882.00	904.00	927.00
12	906.50	931.00	957.00	983.00
13	954.50	983.00	1012.50	1043.00

Step	<u>Effective</u> 2/24/2024	<u>Effective*</u> 2/23/2025	<u>Effective*</u> 2/22/2026	<u>Effective*</u> 2/21/2027
1	503.50	503.50	503.50	503.50
2	533.00	534.00	535.50	537.00
3	564.00	567.00	569.50	572.50
4	597.00	601.50	606.00	610.50
5	632.00	638.00	644.50	651.00
6	668.50	677.00	685.50	694.00
7	708.00	718.50	729.00	740.00
8	749.00	762.00	775.50	789.00
9	793.00	809.00	825.00	841.50
10	839.00	858.00	877.50	897.00
11	888.00	910.50	933.50	956.50
12	940.00	966.00	993.00	1020.00
13	995.00	1025.00	1056.00	1087.50

Small Biz Advisor II

Sr In Home Sales Expert

Step	<u>Effective</u> 2/24/2024	<u>Effective*</u> 2/23/2025	<u>Effective*</u> 2/22/2026	<u>Effective*</u> 2/21/2027
1	534.50	534.50	534.50	534.50
2	565.50	567.00	568.50	570.00
3	598.50	601.50	604.50	607.50
4	633.50	638.00	643.00	647.50
5	670.50	677.00	683.50	690.50
6	709.50	718.00	727.00	736.00
7	751.00	762.00	773.00	784.50
8	794.50	808.00	822.50	836.50
9	841.00	857.50	874.50	892.00
10	890.00	909.50	930.00	951.00
11	941.50	965.00	989.00	1013.50
12	996.50	1023.50	1051.50	1080.50
13	1054.50	1086.00	1118.50	1152.00

Step	<u>Effective</u> 2/24/2024	<u>Effective</u> TBD 2024	<u>Effective*</u> 2/23/2025	<u>Effective*</u> 2/22/2026	<u>Effective*</u> 2/21/2027
1	513.50	600.00	600.00	600.00	600.00
2	540.50	627.50	629.00	630.50	632.00
3	569.50	656.00	659.50	662.50	666.00
4	599.50	686.50	691.50	696.50	701.50
5	631.50	717.50	725.00	732.00	739.00
6	665.00	750.50	760.00	769.50	779.00
7	700.00	785.00	796.50	808.50	820.50
8	737.00	821.00	835.50	849.50	864.50
9	776.50	858.50	875.50	893.00	910.50
10	817.50	898.00	918.00	938.50	959.50
11	861.00	939.00	962.50	986.50	1011.00
12	906.50	982.00	1009.00	1036.50	1065.00
13	954.50	1027.00	1058.00	1089.50	1122.00

Years 2025 thru 2027 subject to a potential COLA adjustment in accordance with the Bargaining Agreement

**Mobility Purple
Appendix A
Wages**

Technical Support Specialist

Step	<u>Effective</u> <u>2/24/2024</u>	<u>Effective*</u> <u>2/23/2025</u>	<u>Effective*</u> <u>2/22/2026</u>	<u>Effective*</u> <u>2/21/2027</u>
1	600.00	600.00	600.00	600.00
2	649.50	651.00	653.00	654.50
3	703.50	707.00	710.50	714.00
4	761.50	767.00	773.00	778.50
5	824.50	832.50	841.00	849.00
6	892.50	903.50	915.00	926.00
7	966.50	980.50	995.50	1010.00
8	1046.50	1064.50	1083.00	1101.50
9	1133.00	1155.00	1178.00	1201.50
10	1226.50	1254.00	1282.00	1310.50
11	1328.00	1361.00	1394.50	1429.50
12	1437.50	1477.00	1517.50	1559.00
13	1556.50	1603.00	1651.00	1700.50

Technician MSC/RNOC

Step	<u>Effective</u> <u>2/24/2024</u>	<u>Effective*</u> <u>2/23/2025</u>	<u>Effective*</u> <u>2/22/2026</u>	<u>Effective*</u> <u>2/21/2027</u>
1	755.00	755.00	755.00	755.00
2	815.50	817.50	819.50	821.50
3	880.50	885.00	889.00	893.50
4	951.00	958.00	965.00	972.00
5	1027.00	1037.00	1047.50	1057.50
6	1109.00	1122.50	1136.50	1150.50
7	1197.50	1215.50	1233.50	1252.00
8	1293.50	1316.00	1338.50	1362.00
9	1396.50	1424.50	1452.50	1481.50
10	1508.00	1542.00	1576.50	1612.00
11	1629.00	1669.50	1711.00	1753.50
12	1759.00	1807.50	1856.50	1908.00
13	1899.50	1956.50	2015.00	2075.50

Virtual Sales Expert

Step	<u>Effective</u> <u>2/24/2024</u>	<u>Effective*</u> <u>2/23/2025</u>	<u>Effective*</u> <u>2/22/2026</u>	<u>Effective*</u> <u>2/21/2027</u>
1	427.50	427.50	427.50	427.50
2	457.50	459.00	460.00	461.00
3	490.00	492.50	494.50	497.00
4	524.50	528.50	532.00	536.00
5	561.50	567.00	572.50	578.50
6	601.00	608.50	616.00	623.50
7	643.50	653.00	662.50	672.50
8	688.50	700.50	713.00	725.50
9	737.00	752.00	767.00	782.00
10	789.00	807.00	825.00	843.50
11	844.50	866.00	887.50	909.50
12	904.50	929.00	954.50	981.00
13	968.00	997.00	1027.00	1058.00

Wireless Technician

Step	<u>Effective</u> <u>2/24/2024</u>	<u>Effective*</u> <u>2/23/2025</u>	<u>Effective*</u> <u>2/22/2026</u>	<u>Effective*</u> <u>2/21/2027</u>
1	710.50	710.50	710.50	710.50
2	767.00	769.00	771.00	772.50
3	828.00	832.00	836.50	840.50
4	894.00	900.50	907.50	914.00
5	965.00	975.00	984.50	994.00
6	1042.00	1055.00	1068.00	1081.50
7	1125.00	1142.00	1159.00	1176.00
8	1214.50	1236.00	1257.00	1279.00
9	1311.50	1337.50	1364.00	1391.00
10	1415.50	1447.50	1480.00	1513.00
11	1528.50	1566.50	1605.50	1645.50
12	1650.00	1695.50	1742.00	1789.50
13	1781.50	1835.00	1890.00	1946.50

Work Force Administrator

Step	<u>Effective</u> <u>2/24/2024</u>	<u>Effective*</u> <u>2/23/2025</u>	<u>Effective*</u> <u>2/22/2026</u>	<u>Effective*</u> <u>2/21/2027</u>
1	422.00	422.00	422.00	422.00
2	448.50	449.50	451.00	452.00
3	477.00	479.00	481.50	484.00
4	507.00	510.50	514.50	518.00
5	538.50	544.00	549.50	555.00
6	572.50	580.00	587.00	594.00
7	608.50	618.00	627.00	636.50
8	647.00	658.50	669.50	681.50
9	688.00	701.50	715.50	729.50
10	731.00	747.50	764.00	781.50
11	777.00	796.50	816.50	836.50
12	826.00	849.00	872.00	896.00
13	878.00	904.50	931.50	959.50

Years 2025 thru 2027 subject to a potential COLA adjustment in accordance with the Bargaining Agreement