2026 AT&T Mobility/CWA Negotiations
Orange Labor Agreement Bargaining Proposal

Company Proposal: CPP04242026

Contract Reference: COMPANY PROPOSAL PACKAGE

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	4/24/2026				4/24/2026
Time:	11:33 AM				11:50 AM

4/24/2026

4/24/2026

AT&T Mobility Services LLC and
Communications Workers of America District 1, 2-13, 4, 7 and 9

Company Package Proposals
April 24, 2026

Contents

1. **Proposal Overview**
2. **General Wage Increase**
3. **Ratification Bonus**
4. Benefits
5. Sr In Home Sales Expert Wage Table
6. Retail Sales Consultant Wage Table
7. Premier Service Consultant/Business Premier Svc Consultant Wage Table
8. Articles
   - ART 14 Force Adjustment
   - ART 17 Company-Union Relationship
   - ART 19 Basis of Compensation
   - ART 21 Absences
9. Letters of Agreement, MOU and MOAs
   - LOA 16 "At Risk Commissions" Retail
   - LOA 18 "At Risk Commissions" IHX
   - LOA 20 Sr In Home Sales Expert and Integrated Sales Support Representative
   - Work From Home MOA
   - National Transfer Plan (NTP)
10. Letters of Agreement and MOAs Outside Agreement
    - MOA Employment Security Commitment (ESC)
    - **MOA Call Center Percentage**
    - Computing FMLA Hours
    - CVS Letter
    - Wellbeing Letter
    - Parental Paid Time Off
    - First Net Trial
    - Call Center Scheduling
    - Retail Sales-Outside Events
    - Consumer Call Center Surplus
11. Housekeeping
    - ART 1
    - ART 2
    - ART 27
12. Tentative Agreements
    - Benefits

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Company Package Proposal

April 24, 2026

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 2026 negotiations are incorporated by reference in this document.

Subject to the parties executing this proposal by April 24, 2026, and the ratification of the 2026 Agreement by **May 22, 2026**, the Company will pay the following General Wage Increases and the attached benefits. If the stated conditions are met, the 2026 wage increases will be effective **February 14, 2026**, and the benefit changes will be effective beginning the 2027 plan year.

Provisions in this proposal shall become effective as stated, subject to receipt by the Company of written notification from an authorized representative of the Union that the 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 Standard Time on **May 22, 2026**. 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.

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.

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GENERAL WAGE INCREASE

The top step of the wage tables for each job title in Appendix A 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 2022 Regional Labor Agreement, will be exponentially increased.

Effective	Top Step	Bottom Step
February 14, 2026	5.00%	No change
February 21, 2027	3.25%	No change
February 20, 2028	3.25%	No change
February 18, 2029	3.25%	No change

Annual increases are effective on the dates indicated above.

The Company will notify the Union when it is ready to implement the 2026 wages to the Labor Agreement following ratification.

RATIFICATION BONUS

A $1,000 lump sum ratification bonus shall be paid if the Company receives official notice from the Union that the parties have a tentative agreement on the Mobility Orange District 1, 2-13, 4, 7, 9 on or before 11:59 p.m. Eastern Standard Time on April 24, 2026. Employees must be on payroll in a Mobility District 1, 2-13, 4, 7 and 9 (Orange) 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.

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Sr In Home Sales Expert Wage Table

Step	Current	2026 Wages
1	756.00	800.00
2	779.50	826.00
3	804.00	852.50
4	829.50	880.00
5	855.50	908.50
6	882.00	938.00
7	910.00	968.00
8	938.50	999.50
9	968.00	1031.50
10	998.00	1065.00
11	1029.50	1099.50
12	1061.50	1135.00
13	1095.00	1171.50

Process for Movement into the New Wage Table:

1. Employees will move into the new table with the effective date of the 2026 General Wage Increase.
2. Employees will move Step to Step into the new table.
3. The next applicable step increase will be 12 months from the date of the move into the new table.
4. An Employee who is currently pay protected and the new table exceeds the protected pay, will be placed on the top step.
5. An Employee who is currently pay protected and the new table does not exceed the protected pay, will remain protected and will receive a lump sum payment based on the negotiated General Wage Increase for 2026.

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Retail Sales Consultant Wage Table

Step	Current	2026 Wages
1	517.00	650.00
2	551.50	677.50
3	589.00	706.00
4	626.00	736.00
5	663.00	767.00
6	701.50	799.50
7	739.50	833.00
8	778.50	868.50
9	818.00	905.00
10	857.50	943.50
11	898.50	983.00
12	939.00	1024.50
13	998.00	1068.00

Process for Movement into the New Wage Table:

1. Employees will move into the new table with the effective date of the 2026 General Wage Increase.
2. Employees will move Step to Step into the new table.
3. The next applicable step increase will be 6 months from the date of the move into the new table.
4. An Employee who is currently pay protected and the new table exceeds the protected pay, will be placed on the top step.
5. An Employee who is currently pay protected and the new table does not exceed the protected pay, will remain protected and will receive a lump sum payment based on the negotiated General Wage Increase for 2026.

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Premier Service Consultant/Business Premier Service Consultant Wage Table

Step	Current	2026 Wages
1	600.00	720.00
2	629.00	747.50
3	659.50	776.00
4	691.00	806.00
5	724.50	837.00
6	759.50	869.00
7	796.00	902.00
8	834.50	937.00
9	875.00	972.50
10	917.00	1010.00
11	961.50	1048.50
12	1008.00	1089.00
13	1056.50	1130.50

Process for Movement into the New Wage Table:

1. Employees will move into the new table with the effective date of the 2026 General Wage Increase.
2. Employees will move Step to Step into the new table.
3. The next applicable step increase will be 6 months from the date of the move into the new table.
4. An Employee who is currently pay protected and the new table exceeds the protected pay, will be placed on the top step.
5. An Employee who is currently pay protected and the new table does not exceed the protected pay, will remain protected and will receive a lump sum payment based on the negotiated General Wage Increase for 2026.

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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 to the appropriate CWA District Staff and to the Local President 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.

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.

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

Section 4. If a surplus remains after application of Section 3. preceding, any remaining active surplus regular employees will be given priority placement for laterals* and downgrades* for which they are qualified, by order of seniority, to fill any available job vacancies within the Bargaining Unit. For the purposes of this Section if there are no equal level or lower level vacancies for which the employee is qualified within thirty-five (35) miles of the surplus location, the surplused employee can decide to resign and receive a severance payment under Section 5 of this Article. In cases where the work is moved more than seventy-five (75) miles, the Company may offer a relocation incentive.

* 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 a $700 Severance Payment or payment equivalent to one week's wages (whichever is greater), for each completed six (6) months of Continuous Service during the first year of employment and an additional $700 or payment equivalent to one week's wages (whichever is greater), for each subsequent completed year of Continuous Service up to a maximum of ~~18,000~~ **$21,000**.

Section 6. For purposes of this Article, "Continuous Service" means the number of completed years served by the employee with the Company beginning with the date of the employee's most recent engagement (or reengagement) and ending with the effective date of the employee's termination. A period of Continuous Service is not broken by a leave of

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absence. For employees who were on the payroll or on an authorized leave of absence as of January 8, 2001, and who remain in the continuous active service of the Company, their Net Credited Service in whole years (as determined by the Administrative Committee) upon the effective date of their termination shall be considered their period of Continuous Service with regard to the application of the provisions of this Article.

Section 7. A former surplus employee who has been laid off and who files an application for employment will be given priority consideration over off-street applicants for vacancies for which he/she qualifies for a period of two (2) years from the date of layoff. The Company will maintain a process that identifies laid off employees who have employment applications on file for the period required.

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 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 achieved in an employee's current work location, under these circumstances, will follow an employee to the new work location.

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ARTICLE 17
COMPANY-UNION RELATIONSHIP

Section 1. The Company and the Union recognize that it is in the best interests of 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 monthly of new employees entering the Bargaining Unit and of current employees who have been transferred or released. During the orientation of new hires~~,~~ **and current employees who move into the bargaining unit,** 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 Union Representative shall suffer no loss in wages for time spent while in the meeting.

The Company may allow the Union to display CWA shield logos, as provided by the Union, in mutually agreed to Company owned retail locations. The cost of such placement will be shared equally by the Union and the Company.

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. The Company will endeavor to accommodate the request consistent with business needs.

Section 5. Time off for Union activities will be limited to 300 hours per calendar year per Union representative which may be combined within a Local, but may not exceed 600 hours per Union representative per calendar year. Up to two (2) Union representatives per local 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

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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.b. of Article 21, Absences, shall not be used for Union functions. Time off to engage in formal negotiations for subsequent collective bargaining agreements shall not be counted towards the limitations outlined in this section.

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 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 ten (10) years; and

b. No more than three (3) Union officers or designated representatives from each CWA District covered by this Agreement 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 (8^{th}) calendar day after expiration of the leave.

(c) Death benefits and service or deferred vested pension.

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(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 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, if any, shall be computed as if the employee were continually employed during the period of leave.

(5) An employee granted a leave of absence under this section will, upon expiration of such leave, be returned to the former (or equivalent) position.

Section 7. A Working Relations Committee will be created for the purpose of discussing broad concerns of mutual interest to the parties. Committee proceedings shall not be used in lieu of the grievance or arbitration procedures. There will be one Committee for each CWA District covered by this Agreement.

a. The Committee shall consist of no more than ~~four (4)~~ **six (6)** representatives designated by the Company and no more than ~~four (4)~~ **six (6)** representatives designated by the Union. In addition, a representative from the CWA International and a representative from AT&T Mobility Services LLC, Human Resources will also attend. 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. Reasonable travel expenses will be paid for by the Company.

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. Discussions and decisions of the Committee 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.

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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 those shown in Appendix A.

b. Starting Rates: Each employee who enters the service of the Company shall normally 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.

If the Company hires an employee with no prior training or experience at a rate of pay higher than the Start Rate, it shall raise the existing wage rate of all incumbents in that title and Market to match the rate of pay for the newly hired employee effective with the date of hire.

c. When a (voluntary) change of title occurs, and is considered a promotion, fifteen ($15.00) dollars will be applied to the employee's current weekly pay rate. The employee will then be slotted into the closest step in the new schedule that is equal to, but not less than, that new amount. 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 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 of title occurs, and is considered a demotion, the employee will be slotted into the closest wage 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 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 pay protected at their current wage for a period of one (1) year.

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.

When a (voluntary or involuntary) lateral transfer within the same title occurs, an employee will remain on his/her current wage step or will be slotted at the current Start Rate for the appropriate job title in the receiving Market, whichever is greater.

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 16 will be converted to a weekly amount (prorated for part-time employees) and applied to the RSC employee's current weekly

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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 4. 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. For the purposes of slotting under Article 19, Section 1.c., the ~~Integrated Solutions Representative (ISR)~~ **Sr In Home Sales Expert (IHE)** "at risk" as provided for in LOA 18 will be converted to a weekly amount (prorated for part- time employees) and applied to the ~~ISR~~ **IHE** 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 ~~ISR~~ **IHE** Scale) under Article 14, Section 4. for determining if the movement to/from the ~~ISR~~ **IHE** title is a downgrade, lateral or promotion for all other titles in the bargaining unit.

f. Anytime an employee moves to another job and subsequently retreats (employee or company initiated) to the former job within six months; for wage purposes the employee will be treated as though he or she never left the former 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; 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, individual bonuses, or commissions may be awarded, such award shall not constitute a binding precedent or practice with respect to any future incentive programs, 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 prior to notifying affected employees of changes made in incentive programs, bonuses, or commissions under the provisions of this Section. It is further the Company's intent to provide, whenever practicable, at least one (1) week's advance notice to the CWA.

Section 3. Excluding any employee working an alternative four (4) day workweek schedule (e.g., where the employee is scheduled to work ten (10) hour shifts four (4) days per week), employees shall receive one and one-half (1½) times their regular rate of pay for all time worked in excess of eight (8) consecutive hours within a workday or forty (40) hours within the workweek. **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) consecutive hours within a workday or forty (40) hours within a workweek, Holidays, Company Paid Union and Excused Days with Pay (EWP) shall be considered time worked. 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)~~ **forty-eight ($48)** dollars for each day of such assignment. This payment shall be in addition to any applicable compensation from such duty.

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

Section 6. Employees, who are called by a supervisor or designate to report to work, or to perform work from home, shall be paid at the applicable rate of pay for actual time worked. If such call requires an employee 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, the employee 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 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, of fraction thereof, the employee performs this work or receives associated training. These assignments may involve planning, distributing, directing, coordinating, training responsibilities and performing managerial opening and/or closing (Key Holder) 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 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, or fraction thereof, 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)~~ **eight ($8.00)** dollars per day, not to exceed ~~thirty ($30.00)~~ **forty ($40.00)** dollars per week, shall be paid to Call Center employees for each full day worked when assigned by Management to speak in a foreign language.

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ARTICLE 21 ABSENCES

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

Section 2.

a. 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.

b. Any employee may request up to thirty (30) continuous days of absence, giving due consideration to the Company's ability to replace their services. Such time off shall be granted at the discretion of the Company. Such employees shall suffer no break in service or loss of benefits. An employee need not exhaust their contractual time off prior to taking this leave of absence. Upon return, these employees shall be reinstated to their former job title and rate of pay.

c. Periods of absence in excess of thirty (30) days (leaves of absence) are governed by the provisions described in the Leave of Absence Summary Plan Description (SPD). All such leaves must be requested in writing.

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, the Company will comply with all applicable legislation in granting such employees' requests for leaves of absence and reinstatement after the performance of their military duty. If such employees are required to absent themselves for the purpose of performing military training or emergency 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. This difference in pay is not applicable to periods of active duty that are in excess of thirty (30) consecutive calendar days.

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.

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Section 5. Recognition of Death. 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 of a member of the immediate family. The leave may not begin until the day of death, and not extend more than seven (7) days beyond the day of the death. 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 reference 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, former legal guardian, 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. An employee may request one (1) additional day without pay, if the death of any other member of the immediate family described above is more than 200 miles from the employee's home address. Paid individual days may be substituted for those excused days at the employee's option.

Section 6. Illness and Injury.

a. Employees having 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 Credited Service of	To be Paid After Waiting Periods of Consecutive Scheduled Working Days	Maximum Paid Days in a Calendar Year
1 year and over	**No Waiting Period**	10 paid days

b. The maximum amount of paid illness time for an employee covered by this Article hired after January 1, 2018 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.~~

c.~~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.

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All existing Letters of Agreement, Memorandum of Understanding and Memorandum of Agreements, both inside or outside of the Agreement to which the Union and the Company did not mutually agree to make any changes during the 2026 negotiations shall continue with full force and effect in the 2026 Agreement.

LOA 16 – "At-Risk" Commission

February 14, 2026

Ms. Patricia M. Telesco
CWA Area Director
193 State Street 2nd Floor
North Haven, CT 06473

Dear Ms Telesco:

The Company agrees during the period of this Letter of Agreement:

- Upon 100% achievement of performance targets, full time Retail Sales Consultants ("RSC's") will be targeted to earn a minimum pre-chargeback "at-risk" commission of ~~$10,250~~ **$12,000** 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. RSC's 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 Mobility

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LOA 18 – "At Risk" Commission **IHE**

February 14, 2026

Ms. Patricia M. Telesco
CWA Area Director
193 State Street 2nd Floor
North Haven, CT 06473

Dear Ms. Telesco:

The Company agrees during the period of this Letter of Agreement:

- Upon 100% achievement of performance targets, full time **Sr In Home Sales Expert (IHE)** will be targeted to earn a minimum pre-chargeback "at-risk" commission of ~~$15,000~~ **$16,000** 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. **IHE's** 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 Mobility

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February 14, 2026

Ms. Patricia M. Telesco
CWA Area Director
193 State Street 2nd Floor
North Haven, CT 06473

Dear Ms. Telesco:

To clarify issues related to **Sr In Home Sales Expert (IHE)** and Integrated Sales Support Representative (ISSR) within the In-Home Expert (IHX) organization, the Company and Union agree to the following:

A. Wages

1. Employees in the **IHE** title will be placed on twelve-month wage progression steps on the **IHE** table.
2. Employees in the ISSR title will be placed on six-month wage progression steps on the ISSR table.

~~B. Benefits~~

~~If the employee is participating in a "metallic" option under the AT&T Medical Program prior to the transition, deductibles and out-of-pocket maximums are transferrable to an option under the Mobility Orange Medical Program. Impacted employees do not need to take any action. The Company will work with Blue Cross and Blue Shield of Illinois to facilitate a one-time transfer of deductibles and out-of-pocket maximums for services received prior to the transfer for each IHX employee who is moved into the bargaining unit by December 31, 2023.~~

C. Performance Plan

The current IHX Attendance and Performance plan will remain in effect through February 11, 2025, unless mutually agreed to by the Company and Union in writing or as required by applicable law.

D. The parties agree that the following provisions of the Collective Bargaining Agreement are exceptions to the exempt title of Sr In Home Sales Expert.

1. Article 12 – Hours of work
   - Section 1 and Section 2.a. thru 2.d. and 2.f. applies to employees in the **IHE** title.
   - Section 2.e. and 2.g., Section 3 and Section 4 do not apply to employees in the **IHE** title.
2. Article 19 – Basis of Compensation
   - Sections 1 and 2 apply to employees in the **IHE** title.
   - All other sections of this article do not apply to the employees in the **IHE** title.
3. Article 20 – Travel
   - Sections 3.a. and 3.b. do not apply to employees in the **IHE** title.
4. Article 21 – Absences

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- Sections 1-5 would apply to employees in the **IHE** title.
- Section 6 does not apply to employees in the **IHE** title, as an **IHE** is paid on a salaried basis.

5. Article 23 – Holidays
   - Section 1 applies to employees in the **IHE** title, with the exception of paragraph 1, as an **IHE** is paid on a salaried basis.
   - The holidays list would apply.
   - Sections 2 and 5 apply to employees in the **IHE** title.
   - All other sections of this article do not apply to employees in the **IHE** title.
   - Exempt **IHE** employees who are directed to work on an Authorized Holiday will be given another day off to be taken at a later date **within the same calendar year**.
6. Article 25 – Exchange Time
   - Does not apply to employees in the **IHE** title.

E. All of the provisions of the Collective Bargaining Agreement apply to the non-exempt **Sr In Home Sales Expert**.

Sincerely,

Dean Cordova
Lead Labor Relations
AT&T Mobility

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MEMORANDUM OF AGREEMENT
WORK FROM HOME (WFH)

Subject to the ratification of the **2026** Regional Labor Agreement ("**2026** Orange CBA") between AT&T Mobility Services LLC (referred to herein as the "Company") and the Communications Workers of America and Districts 1, 2-13, 4, 7, and 9 ("CWA"), the following guidelines will apply to any employee in a WFH Title:

1. The Company will pay a ~~fifty-five ($55)~~ **sixty-five ($65)** dollars per month high-speed internet stipend applicable to each permanent, full-time work from home employee in ~~the Premier Service Consultant –~~ **a** 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

By: _____
Pat Telesco
CWA Area Director, District 1
Communications Workers of America

AT&T MOBILITY

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

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February 14, 2026

Ms. Patricia M. Telesco
Area Director
193 State Street
2nd Floor
North Haven, CT 06473

Re: Terms of Transfer Applicable to Employees Transferring between the Attached AT&T Participating Companies and AT&T Mobility Services LLC into and out of the Mobility Bargaining Unit Represented by the Communication Workers of America Districts 1, 2-13, 4, 7, and 9.

Dear Ms. Telesco:

This letter sets forth the terms of the agreement between AT&T Mobility Services LLC ("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 Districts 1, 2-13, 4, 7, and 9 ("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 Districts 1, 2-13, 4, 7, and 9 (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 apply[2] 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 **2026** AT&T Mobility/CWA Districts 1, 2-13, 4, 7, and 9 Labor Agreement ("**2026** 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 **2026** 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 **2026** 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.

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

[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 after 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.

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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 subsequent **2026** Mobility Labor Agreement. Once the applicable plan of benefits under the **2026** Mobility Labor Agreement expires, such Eligible Transferee's post-employment benefits and eligibility would be subject to the same terms provided to Current Retirees[3] 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 **2026** Mobility Labor Agreement:

Article 3, Definitions of Employees

Article 7, Grievance Procedure

Article 9, Arbitration

Article 11, Seniority

Article 12, Hours of Work

Article 13, Work Assignments

Article 14, Force Adjustment

Article 21, Absences

[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.

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Article 22, Vacations

Article 23, Holidays

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 2026 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 2026 Mobility Labor Agreement, and this Agreement does not modify or diminish the 2026 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 current **2026** 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 **2026** 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 **2026** 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

[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 2026 Mobility Orange medical benefit plan. Similarly, if a Transferee has a 32% cost share, they will retain that at transfer as well.

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expiration of the **2026** Mobility Labor Agreement. This letter prospectively supersedes the parties **February 11, 2022**, letter regarding this topic.

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,

_____

Dean Cordova
Lead Labor Relations
AT&T Mobility

Agreed and Accepted by:

_____

Patricia Telesco
Area Director, CWA District 1
Communications Workers of America

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Attachment A to the Terms of Transfer Applicable to Employees Transferring between the Attached AT&T Participating Companies and AT&T Mobility Services LLC into and out of the Mobility Bargaining Unit Represented by the Communication Workers of America Districts 1, 2-13, 4, 7, and 9.

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

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MEMORANDUM OF AGREEMENT
REGARDING ORANGE MOBILITY CALL CENTER PERCENTAGES

Subject to the ratification of the **2026** Regional Labor Agreement ("**2026** Orange CBA") between AT&T Mobility Services LLC (referred to herein as the "Company") and the Communications Workers of America and Districts 1, 2-13, 4, 7, and 9 ("CWA"), the Company and CWA agree to the following during the term of the **2026** Orange CBA:

1. Definitions
   (1) As used herein "Orange Calls" means Company mobility calls handled by Company call centers with employees covered by the **2026** Orange CBA.
   (2) As used herein "Total Calls" means Company calls, including Orange Calls, handled by all call centers handling Company mobility calls.

2. Call Center Percentages

The Company agrees to ensure Orange Calls are no less than **12% by December 31, 2026, December 31, 2027, December 31, 2028, and no less than 13% December 31, 2029** of the Total Calls.

~~**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 Orange 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 **2026** and continuing at the end of each quarter thereafter, to CWA District 1 Vice President Dennis Trainor that sets forth:

   (a) Number of Total Calls for each month in the quarter;
   (b) Number of Orange Calls broken down by Call Center within the **2026** Orange Regional Labor Agreement for each month in the quarter.

(2) If requested by CWA, the Company and CWA, commencing June **2026** 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 1 Vice President Dennis Trainor and two designated Company representatives.

(3) If the Company has fallen short of the commitments in Paragraph 2 the Company shall take prompt, commercially reasonable steps to bring the Orange 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 Orange 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).

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(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.

5. Scope of Agreement

This agreement relates only to the Orange 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 **2026** Orange Regional Labor Agreement and its Memoranda/Letters of Agreement.

On Behalf of:	On Behalf of:
COMMUNICATIONS WORKERS OF AMERICA	AT&T MOBILITY SERVICES LLC
_____	_____
Patricia Telesco Area Director, CWA District 1 Communication Workers of America	Dean Cordova Lead Labor Relations AT&T Mobility
Date: _____	Date: _____

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FMLA Computing Hours

February 14, 2026

Ms. Patricia M. Telesco
Area Director
193 State Street 2nd Floor
North Haven, CT 06473

Dear Ms. Telesco:

For eligible employees within the Mobility Orange 2026 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 Mobility

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

CVS Caremark

February 14, 2026

Ms. Patricia M. Telesco
Area Director
193 State Street 2nd Floor
North Haven, CT 06473

Dear Ms. Telesco:

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 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 employees represented ~~AT&T employees~~ **by Mobility Orange CWA employees in the U.S**. 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 Mobility

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February 14, 2026

Ms. Patricia M. Telesco
Area Director
193 State Street 2nd Floor
North Haven, CT 06473

Dear Ms. Telesco:

The Company's bargained for employees represented by Districts 1, 2-13, 4, 7, and 9 shall continue to be eligible to participate in the AT&T sponsored wellbeing programs, currently through the AT&T ~~Your Health Matters and Your Money Matters~~ **Total Wellbeing Program**, as provided below.

The ~~Your Health Matters and Your Money Matters~~ programs include 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 currently available to eligible bargained employees:

- Wellbeing Programs
  - Medical Decision Support,
  - 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

- ~~Health Assessment and Portal~~ **Total Wellbeing Portal**

- 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 ~~continues to~~ retain**s** the unilateral right to change, modify, amend or discontinue

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any and all component parts of the AT&T sponsored wellbeing programs. This letter will remain in effect through the term of the ~~2022~~ **2026** Collective Bargaining Agreement.

Sincerely,

Dean Cordova
Lead Labor Relations
AT&T Mobility

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Parental Paid Time off

February 14, 2026

Ms. Patricia M. Telesco
Area Director
193 State Street 2nd Floor
North Haven, CT 06473

Dear Ms. Telesco:

Effective January 1, ~~2023~~ **2027**, bargaining unit employees in the ~~2022~~ **2026** Collective Bargaining Agreement represented by CWA Districts 1, 2-13, 4, 7 and 9 (AT&T Mobility Services LLC) will be eligible to participate in a ~~Paid Parental Leave~~ **Parental Paid Time off** Policy ("~~PPL~~ **PPTO**") for **AT&T** U.S. ~~b~~**B**argained ~~for~~ employees. Effective January 1, ~~2023~~ **2027**, the ~~PPL~~ **PPTO** will provide for two (2) weeks of paid ~~parental leave~~ **time off requested on or after January 1, 2027 that are a result of the birth or adoption of a child or children on or after January 1, 2027.** The Company retains the unilateral right to modify, suspend or discontinue the ~~PPL~~ **PPTO** Policy at any time in its discretion.

Sincerely,

Dean Cordova
Lead Labor Relations
AT&T Mobility

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First Net Dispatching Trial

February 14, 2026

Ms. Patricia M. Telesco
Area Director
193 State Street 2nd Floor
North Haven, CT 06473

Dear Ms. Telesco:

As soon as reasonably practicable following ratification of the 2026 Mobility Orange Collective Bargaining Agreement, the Company will begin implementing a trial in the Orange CBA with the goal of assigning trained and qualified Wireless Technicians FirstNet dispatches. In this regard, all Wireless Technicians will be offered the opportunity to become FirstNet trained and qualified. FirstNet trained and qualified Wireless Technicians will be offered a right of first refusal for Planned, Urgent and Emergent FirstNet dispatches with a thirty (30) minute window by which to accept.

The process for FirstNet dispatches following that window, will be available to trained and qualified Wireless Technicians in accordance with a National practice, established at the Company's discretion. Within 30 days following ratification of the 2026 Mobility Orange Collective Bargaining Agreement, the Company and the Union will meet during the trial as a Joint Committee, to discuss the trial parameters. Once implemented, this trial will be in effect for no less than six (6) months. Following this trial the Company and the Union will meet to discuss results and continuation of the FirstNet work distribution.

Sincerely,

Dean Cordova
Lead Labor Relations
AT&T Mobility

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February 14, 2026

Ms. Patricia M. Telesco
Area Director
193 State Street 2nd Floor
North Haven, CT 06473

Dear Ms. Telesco:

The Company will conduct a trial relating to Consumer Call Center Scheduling in the Mobility Sales and Services call centers within the 2026 Mobility Orange Collective Bargaining Agreement to more equitably distribute weekend work and availability of weekends off work. The trial will focus on redistribution of weekend work within the B&M, Hybrid, and Virtual call center schedules so those groups share in the Saturday and late day shift schedules. The Company will determine the call center workers (B&M, Hybrid, Virtual) that will participate in the trial across MU's within the Mobility Orange geographic footprint and will also provide a seniority list of the call centers at issue in the trial, and the number of open slots available to bid in each shift during the trial. The Company and Union will meet to discuss the expectations of the trial before it begins. This meeting will occur within 30 days following ratification of the 2026 Mobility Orange Collective Bargaining Agreement.

Once implemented, this trial will be in effect for no less than six (6) months.

Within 30 days following the trial, the Company and Union will meet to discuss continuation of the scheduling implementation efforts and further scheduling opportunities within the Mobility B&M, Hybrid, and Virtual Call Centers.

Sincerely,

Dean Cordova
Lead Labor Relations
AT&T Mobility

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February 14, 2026

Ms. Patricia M. Telesco
Area Director
193 State Street 2nd Floor
North Haven, CT 06473

Dear Ms. Telesco:

The Company reaffirms its prior commitment to not mandating any RSC sell outside the retail store or attend sales events outside the retail store. RSC's will be allowed to volunteer for these assignments if they so choose.

RSC's are not required to make cold calls to potential customers. They can volunteer for this assignment. If the RSC makes a commitment or is required by management to follow up with a customer regarding a potential sales or service, the RSC is required to make this callback.

Sincerely,

Dean Cordova
Lead Labor Relations
AT&T Mobility

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February 14, 2026

Ms. Patricia M. Telesco
Area Director
193 State Street 2nd Floor
North Haven, CT 06473

Dear Ms. Telesco:

As the Company transitions from its current call center structure, it anticipates that brick and mortar Consumer Care call centers within the Mobility Orange footprint will be closed. To the extent Consumer Care call centers are closed in Mobility Orange prior to June 1, 2028, the Company will offer all employees surplused as part of those center closures job offers under the Employment Security Commitment. On a non-precedent setting basis, the Company will ensure the jobs offered to those surplused individuals will be for a work-from-home Premier Sales Consultant position.

Sincerely,

Dean Cordova
Lead Labor Relations
AT&T Mobility

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ARTICLE 1
AGREEMENT

THIS AGREEMENT is made and entered into effective **February 14, 2026** by and between AT&T Mobility Services LLC as to those employees covered under Article 2 (hereinafter referred to as the "Company", the "Employer", or "Management") and COMMUNICATIONS WORKERS OF AMERICA (hereinafter referred to as the "Union").

ARTICLE 2
RECOGNITION AND ESTABLISHMENT OF THE UNIT

Section 1. The Company recognizes the Union as the sole collective bargaining agent for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment for those covered employees in CWA Districts 1, 2-13, 4, 7, and 9 as defined **February 14, 2026**. The term covered employee and/or employees as used in this Agreement shall mean, those employees within the job titles set forth in Appendix A. Outside Premise Sale Representatives and all employees exempt by the National Labor Relations Act are excluded.

Section 2. For the purpose of determining whether employees employed in newly created job classifications or titles shall be included or excluded from the bargaining unit covered by the terms of this Agreement, the parties agree as follows:

a. The Company shall have the right to create and define any new job classification or job title in the bargaining unit and to establish duties in connection with the creation of a job title/classification herewith as it shall deem appropriate.

(1) The Company shall notify the Union in writing of any newly created classifications or titles, the duties established therefore, and the temporary wage rate.

(2) Upon such notification the Company shall be free to staff such positions.

b. The Union shall have the right, within thirty (30) calendar days of the date the Union was notified by the Company of the new classification or title, to initiate negotiations concerning the temporary wage rate established by the Company. If negotiations are not so initiated within thirty (30) calendar days, the temporary wage rate will be made permanent. If negotiations are so initiated within thirty (30) calendar days, they shall commence within thirty
(30) days after the Union's request to initiate negotiations. The parties agree that they shall negotiate for a period of no more than sixty (60) days from the date such negotiations commenced.

(1) If an agreement is reached by the parties within the said sixty
(60) days as to the appropriate permanent wage rate, such agreement shall be applied retroactively to the day of the establishment of the new classification or title.

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(2) If no agreement as to the appropriate permanent wage rate for such classifications or titles has been reached within the said sixty (60) days, the issue of the appropriate permanent wage rate shall be subject to a binding mediation process. A mediation conference shall be held as soon as possible but no later than thirty (30) days following conclusion of negotiations.

(a) If agreement is reached in the mediation process, as to the appropriate permanent wage rate, such agreement shall be applied retroactively to the day of establishment of the new classification or title.

(b) If no agreement is reached in the mediation process, each party shall submit a final proposed permanent wage rate to the mediator at the conclusion of the mediation conference. The mediator shall determine which of the final submissions is appropriate, taking into account the facts, discussions and arguments presented by the parties during the conference. The permanent wage rate designated by the mediator shall be applied retroactively to the day of the establishment of the new classification or title.

(3) The mediator used in the mediation process referred to in paragraph (2) above, shall be selected by mutual agreement of the parties within seven (7) days following the conclusion of negotiations. If the parties are unable to agree on a mediator within this timeframe, they will select from a list of five (5) mediators compiled by the American Arbitration Association. Such individuals on the list shall possess acknowledged expertise in the area of job evaluation.

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ARTICLE 27
DURATION OF AGREEMENT

This Agreement shall become effective as of February **14, 2026,** and shall continue until 11:59 p.m. on February **15, 2030**, at which time it will terminate unless extended by mutual agreement in writing prior to said termination date.

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

COMMUNICATIONS WORKERS OF AMERICA

Pat Telesco
Area Director
Communications Workers of America

Jane Phillips, Co-Chair

Mike Baxter, District 1

Frank Oliva, District 1

Cindy Neumeyer, District 2-13

Jeff Reamer, District 2-13

Ann Vogler, District 2-13

Danielle Brewer-Collier, District 4

Rosa Wilson, District 7

Pam De-Mendez, District 9

AT&T MOBILITY SERVICES LLC

Dean Cordova
Lead Labor Relations
AT&T Mobility

John Drespel
Stephen Papageroge
Trenton Schott
Kim Stinemetz

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2026 AT&T Mobility/CWA Negotiations
Orange Labor Agreement Bargaining Proposal

Company Proposal: CBP05

Contract Reference: COMPANY BENEFITS PROPOSAL

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	4/09/2026				4/10/2026
Time:	1:05PM				12:33PM

4/10/26

4/10/26

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AT&T Mobility Orange
Benefit Outline Summary

This Agreement is between the COMMUNICATIONS WORKERS OF AMERICA (hereinafter called the "Union" or the CWA), and AT&T MOBILITY SERVICES LLC. (hereinafter called "the Company") (the Company and Union are collectively referenced as "Parties"), with respect to employee benefits provided to Mobility Districts 1, 2-13, 4, 7, and 9 ("Agreement"). Subject to the Company receiving written notice on or before XXXX XX, XXXX 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 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:

- Mobility Districts 1, 2-13, 4, 7, and 9 bargained employees hired, rehired or transferred (including transfers pursuant to the National Transfer Plan (NTP)) into Mobility Orange bargained titles before January 1, 2017 shall be referred to as "Current Employees". "Current Employees" shall also include transfers pursuant to the NTP from Mobility Districts 3 and 6 hired or rehired before January 1, 2017;
- Mobility Districts 1, 2-13, 4, 7, and 9 bargained employees hired, rehired or transferred (including transfers pursuant to the NTP) into Mobility Orange bargained titles on or after January 1, 2017 and before January 1, 2018 shall be referred to as "2017 New Hires" except for Mobility Districts 3 and 6 employees hired or rehired before January 1, 2017 who transferred pursuant to the NTP on or after January 1, 2017 and before January 1, 2018;
- Mobility Districts 1, 2-13, 4, 7, and 9 bargained employees hired, rehired or transferred (including transfers pursuant to the NTP) into Mobility Orange bargained titles on or after January 1, 2018 and before January 1, 2023 shall be referred to as "2018 New Hires" except for Mobility Districts 3 and 6 employees hired or rehired before January 1, 2018 who transferred pursuant to the NTP on or after January 1, 2018 and before January 1, 2023;
- Mobility Districts 1, 2-13, 4, 7, and 9 bargained employees hired, rehired or transferred (including transfers pursuant to the NTP) into Mobility Orange bargained titles on or after January 1, 2023 shall be referred to as

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AT&T Mobility Orange
Benefit Outline Summary

"2023 New Hires" except for Mobility Districts 3 and 6 employees hired or rehired before January 1, 2023 who transferred pursuant to the NTP on or after January 1, 2023;

- Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires shall be referred to collectively as "Employees".

Effective January 1, 20273 unless noted otherwise, Current Employees, 2017 New Hires, 2018 New Hires and 2023 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 131, 202662 as described in the applicable SPDs and SMMs, except as noted herein.

Plan/Program/Policy	Current Employees	2017 New Hires	2018 New Hires and 2023 New Hires
AT&T Bargained Employees ~~Mobility Orange~~ Medical Program	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~~	~~X~~	~~X~~
AT&T Adoption Reimbursement 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	X
AT&T Flexible Spending Account Plan	X	X	X
AT&T Mobility Disability Benefits Program for Southwest Bargained Employees (SWBW)	X	X	
AT&T Mobility Disability Benefits Program (Edge)	X	X	
AT&T Disability Income Program			X
Mobility Program of the AT&T Component Part of the AT&T Pension Benefit Plan[23]	X		
Bargained Cash Balance Program #2 of the AT&T Component Part of the AT&T Pension Benefit Plan[34]		X	X
AT&T Retirement Savings Plan	X	X	X

1 This program includes Supplemental Life Insurance and Dependent Life Insurance provisions.

~~2 The Company may unilaterally modify the AT&T Consolidated Long-Term Care Insurance Plan from time-to-time or discontinue without further discussions with the Union.~~

23 Employees hired or rehired on or before December 31, 2009

3 Employees hired, rehired or transferred after December 31, 2009

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AT&T Mobility Orange
Benefit Outline Summary

Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires	
Effective Date(s)	1/1/2027~~3~~, unless noted otherwise
	MEDICAL PROGRAM BENEFITS
Program	AT&T Bargained Employees~~Mobility Orange~~ Medical Program* The following plan options will be included in the medical program: • Option 1 – Broad • Option 1 – Select • Option 2 – Broad • Option 2 – Select Note: Option 1 – Select and Option 2 – Select are only available to employees residing in the zip codes where the network is available. Fully-insured coverage options such as HMOs continue to be available at the discretion of the Company. *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).
Eligibility for Coverage	2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees Eligibility for coverage begins on the employee's date of hire, provided the employee enrolls within the 31-day enrollment period.
Eligibility for Company Subsidy	2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees Eligibility for Company Subsidy* begins on the employees' date of hire, provided the employee enrolls within the 31-day enrollment period. ~~*Temporary Employees who enroll will pay 100% of the full cost of coverage.~~
EE Class	Full Time & Part Time Regular Employees, and Full-time Temporary Employees
Health Reimbursement Account (HRAs)	2023 New Hires, 2018 New Hires and 2017 New Hires None. Current Employees None.
Wellbeing Incentives	2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees Employees will be eligible to earn incentives for participating in the AT&T sponsored wellbeing program following management provisions as they change from time to time, at the sole discretion of the Company.
Wellbeing Choice Credit Account	2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees Employees shall have access to the Wellbeing Choice Credit Account (Wellbeing Choice Account) for accumulating credits resulting from the employee and his or her spouse/partner, if applicable, completing certain wellbeing activities through the AT&T sponsored wellbeing

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AT&T Mobility Orange
Benefit Outline Summary

<table>
<tr><th colspan="2">Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires</th></tr>
<tr><td></td><td>program and to use after-tax accumulated credits to reimburse for eligible wellbeing expenses under the same conditions as management employees. No additional credits to the Wellbeing Choice Account shall be permissible, including, but not limited to employee contributions, company contributions, standard company contributions, and enhanced company contributions.</td></tr>
<tr><td>Health Savings Account (HSA)</td><td>2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees

Employees who meet the legal requirements can 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.

T~~In 2023, t~~he Company will provide a Company Contribution to Active employees' HSA who meet the following criteria:
• Participate in the annual enrollment period, or their New Hire event
• Have or establish an HSA account with the Company's HSA Administrator during the enrollment period.
• Enroll in an AT&T Self-insured medical option that meets IRS qualifications for pre-tax HSA contributions.

Provided the below options meet IRS criteria as HSA-qualified High-Deductible Health Plan (HDHP), the Company will match the below amounts for employees who elect to contribute at least the following amounts to their HSA via payroll deductions:
• ~~Option 2 and Option 3: $250 Individual/$250 Family~~
<table><tr><th>Option 2 – Broad, Option 2 – Select and Fully Insured HMOs considered to be a HDHP*</th><th>2027 Company Match</th><th>2028 Company Match</th><th>2029 Company Match</th><th>2030 Company Match</th></tr><tr><td>Individual</td><td>$1,000</td><td>$1,000</td><td>$1,000</td><td>$1,000</td></tr><tr><td>Individual + Spouse</td><td>$2,000</td><td>$2,000</td><td>$2,000</td><td>$2,000</td></tr><tr><td>Individual + Child(ren)</td><td>$2,000</td><td>$2,000</td><td>$2,000</td><td>$2,000</td></tr><tr><td>Family</td><td>$2,000</td><td>$2,000</td><td>$2,000</td><td>$2,000</td></tr></table>
○ Eligible employees whose annualized base pay as of September 1, 2026 is $60,000 or less will receive a Company contribution for the life of the Agreement without the requirement to make an employee contribution, as follows:
○ 2027 - 2030: $500 (Individual) or $1,000 (all other tiers)

If such an employee is eligible for this Company contribution, the employee may elect, for each plan year, either (i) to receive the Company contribution or (ii) to participate in and receive the standard Company matching contribution.

* Fully-insured coverage options (such as HMOs) are available at the discretion of the Companies.</td></tr>
<tr><td>Full Time EE Contribution Per Month</td><td>No active participating Employee will pay more than 100% of the cost of coverage.

2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees</td></tr>
</table>

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AT&T Mobility Orange
Benefit Outline Summary

Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires

Option 1 - Broad:

	~~2023~~2027	~~2024~~2028	~~2025~~2029	~~2026~~2030
Individual	$177 ~~$150~~	$183 ~~$156~~	$196 ~~$164~~	$209 ~~$172~~
Individual + Spouse	$460 ~~$422~~	$476 ~~$440~~	$509 ~~$463~~	$544 ~~$486~~
Individual + Child(ren)	$301 ~~$263~~	$311 ~~$275~~	$333 ~~$289~~	$356 ~~$304~~
Family	$495 ~~$453~~	$513 ~~$473~~	$548 ~~$497~~	$586 ~~$523~~

Option 1 - Select:

	2027	2028	2029	2030
Individual	$157	$162	$174	$186
Individual + Spouse	$408	$421	$451	$483
Individual + Child(ren)	$266	$275	$295	$316
Family	$439	$453	$486	$521

Option 2 - Broad:

	~~2023~~2027	~~2024~~2028	~~2025~~2029	~~2026~~2030
Individual	$88 ~~$108~~	$89 ~~$113~~	$100 ~~$121~~	$113 ~~$129~~
Individual + Spouse	$248 ~~$297~~	$249 ~~$318~~	$281 ~~$341~~	$315 ~~$365~~
Individual + Child(ren)	$150 ~~$185~~	$151 ~~$199~~	$171 ~~$213~~	$191 ~~$228~~
Family	$265 ~~$316~~	$267 ~~$342~~	$301 ~~$366~~	$338 ~~$392~~

Option 2 - Select:

	2027	2028	2029	2030
Individual	$69	$68	$79	$90
Individual + Spouse	$193	$192	$221	$252
Individual + Child(ren)	$117	$116	$134	$153
Family	$207	$205	$236	$270

~~Option 3:~~

	~~2023~~	~~2024~~	~~2025~~	~~2026~~
~~Individual~~	~~$47~~	~~$54~~	~~$60~~	~~$66~~
~~Individual + Spouse~~	~~$132~~	~~$151~~	~~$168~~	~~$187~~
~~Individual + Child(ren)~~	~~$82~~	~~$94~~	~~$105~~	~~$117~~
~~Family~~	~~$142~~	~~$162~~	~~$181~~	~~$201~~

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AT&T Mobility Orange
Benefit Outline Summary

<table>
<tr><th colspan="2">Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires</th></tr>
<tr><td></td><td>
~~Current Employees, 2017 New Hires and 2018 New Hires~~

~~Option 1:~~
<table>
<tr><td></td><td>~~2023~~</td><td>~~2024~~</td><td>~~2025~~</td><td>~~2026~~</td></tr>
<tr><td>~~Individual~~</td><td>~~$125~~</td><td>~~$129~~</td><td>~~$136~~</td><td>~~$143~~</td></tr>
<tr><td>~~Individual + Spouse~~</td><td>~~$349~~</td><td>~~$364~~</td><td>~~$383~~</td><td>~~$402~~</td></tr>
<tr><td>~~Individual + Child(ren)~~</td><td>~~$218~~</td><td>~~$227~~</td><td>~~$239~~</td><td>~~$251~~</td></tr>
<tr><td>~~Family~~</td><td>~~$375~~</td><td>~~$391~~</td><td>~~$411~~</td><td>~~$432~~</td></tr>
</table>
~~Option 2:~~
<table>
<tr><td></td><td>~~2023~~</td><td>~~2024~~</td><td>~~2025~~</td><td>~~2026~~</td></tr>
<tr><td>~~Individual~~</td><td>~~$80~~</td><td>~~$86~~</td><td>~~$92~~</td><td>~~$100~~</td></tr>
<tr><td>~~Individual + Spouse~~</td><td>~~$227~~</td><td>~~$242~~</td><td>~~$261~~</td><td>~~$281~~</td></tr>
<tr><td>~~Individual + Child(ren)~~</td><td>~~$141~~</td><td>~~$151~~</td><td>~~$163~~</td><td>~~$175~~</td></tr>
<tr><td>~~Family~~</td><td>~~$244~~</td><td>~~$260~~</td><td>~~$280~~</td><td>~~$302~~</td></tr>
</table>
~~Option 3:~~
<table>
<tr><td></td><td>~~2023~~</td><td>~~2024~~</td><td>~~2025~~</td><td>~~2026~~</td></tr>
<tr><td>~~Individual~~</td><td>~~$21~~</td><td>~~$27~~</td><td>~~$31~~</td><td>~~$37~~</td></tr>
<tr><td>~~Individual + Spouse~~</td><td>~~$59~~</td><td>~~$75~~</td><td>~~$88~~</td><td>~~$103~~</td></tr>
<tr><td>~~Individual + Child(ren)~~</td><td>~~$37~~</td><td>~~$47~~</td><td>~~$55~~</td><td>~~$65~~</td></tr>
<tr><td>~~Family~~</td><td>~~$64~~</td><td>~~$80~~</td><td>~~$95~~</td><td>~~$111~~</td></tr>
</table>
</td></tr>
<tr><td>Part Time EE Contributions</td><td>No active participating Employee will pay more than 100% of the cost of coverage.

2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees
No change from current program.

Based on Scheduled hrs./week:
• 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.

* Calculation of the full cost of coverage is subject to change from time to time at the Company’s discretion.</td></tr>
<tr><td>Working Spouse/Partner Contribution</td><td>2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees

Spouse/partner Access to Medical Coverage Additional Medical Contribution:
Participants whose spouse/partner enrolls in AT&T-sponsored medical coverage (within either self-insured or fully insured programs) but otherwise have 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.</td></tr>
</table>

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AT&T Mobility Orange
Benefit Outline Summary

<table>
<tr><th colspan="2">Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires</th></tr>
<tr><td></td><td>Additional Monthly Medical Contribution:

<table><tr><td>~~2023~~2027</td><td>~~2024~~2028</td><td>~~2025~~2029</td><td>~~2026~~2030</td></tr><tr><td>$~~115~~135</td><td>$~~125~~135</td><td>$~~130~~140</td><td>$~~135~~145</td></tr></table></td></tr>
<tr><td>Tobacco Use Contribution</td><td>2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees

Tobacco Use Additional Medical Contribution:
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 once a month or more, on average. Tobacco products include cigarettes, cigars, pipes 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.

Additional Monthly Medical Contribution for each employee or spouse/partner:

<table><tr><td>~~2023~~2027</td><td>~~2024~~2028</td><td>~~2025~~2029</td><td>~~2026~~2030</td></tr><tr><td>$75~~70~~</td><td>$75</td><td>$75</td><td>$75</td></tr></table></td></tr>
<tr><td>Coinsurance Copay/Coinsurance</td><td>2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees
No change from current program except as provided below.

Option 1 - Broad:
<table><tr><td></td><td colspan="2">~~2023-2026~~ 2027 -2030</td></tr><tr><td></td><td>Network/ONA</td><td>Non-Network</td></tr><tr><td>Preventive</td><td>$0 / 0%
Ded waived</td><td>No Benefit</td></tr><tr><td>Office Visit (Primary Care/Mental Health/Substance Abuse)</td><td>$0
Ded waived</td><td>50%
After Ded</td></tr><tr><td>Office Visit (Specialist Visit)</td><td>$50
Ded waived</td><td>50%
After Ded</td></tr><tr><td>Sickness/ Illness</td><td>~~$0 /~~ 10%
After Ded</td><td>~~$0 /~~ 50%
After Ded</td></tr><tr><td>Emergency Room Facility/Professional Services (Emergencies)</td><td>~~$0 /~~ 10%
After Ded</td><td>~~$0 /~~ 10%
After Ded</td></tr></table></td></tr>
</table>

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AT&T Mobility Orange
Benefit Outline Summary

Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires

Option 1 - Select

	2027-2030	
	Network	Non-Network
Preventive	$0 / 0% Ded waived	No Benefit
Office Visit (Primary Care/Mental Health/Substance Abuse)	$0 Ded waived	No Benefit
Office Visit (Specialist Visit)	$50 Ded waived	No Benefit
Sickness/ Illness	10% After Ded	No Benefit
Emergency Room Facility/Professional Services (Emergencies)	10% After Ded	10% After Ded

Option 2 - Broad:

	~~2023-2026~~ 2027 - 2030	
	Network/ONA	Non-Network
Preventive	$0 / 0% Ded waived	No Benefit
Office Visit (Primary Care/Mental Health/Substance Abuse)	$0 After Ded	50% After Ded
Office Visit (Specialist Visit)	$50 After Ded	50% After Ded
Sickness/ Illness	~~$0 / 20%~~30% After Ded	~~$0 /~~ 50% After Ded
Emergency Room Facility/Professional Services (Emergencies)	~~$0 / 20%~~ 30% After Ded	3~~$0 / 2~~0% After Ded

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AT&T Mobility Orange
Benefit Outline Summary

Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires

Option 2 – Select:

	2027-2030	
	Network	Non-Network
Preventive	$0 / 0% Ded waived	No Benefit
Office Visit (Primary Care/Mental Health/Substance Abuse)	$0 After Ded	No Benefit
Office Visit (Specialist Visit)	$50 After Ded	No Benefit
Sickness/ Illness	30% After Ded	No Benefit
Emergency Room Facility/Professional Services (Emergencies)	30% After Ded	30% After Ded

Examples of Coinsurance/Copay provisions include:

- Applies after applicable Network/ONA or Non-Network Deductible amount is satisfied, except for Network Office Visits for primary care, mental health/substance abuse or specialist visit copays for the Option 1 - Broad and Option 1 - Select plan options.
- Applies to all covered health services, including mental health/substance abuse (MH/SA) benefits under the program with the exceptions below:
  - Does not apply toward Prescription Drugs.
  - Does not apply toward Network/ONA preventive services.
- Actual amount that is applied to the Coinsurance/Copay is calculated on the basis of eligible/allowable expenses.
- All Copays and Coinsurance applies to the applicable Network/ONA or Non-Network Out-of-Pocket Maximums.

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

2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees
No change from current program except as provided below.

Option 1 - Broad:

	20232027		20242028		20252029		20262030	
	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network
Ind	$1,000850	$2,9753,000	$1,100900	$3,1503,300	$1,100950	$3,3253,300	$1,0001,100	$3,5003,300
Ind+Sp	$2,0001,700	$3,0005,950	$2,2001,800	$6,3006,600	$2,2001,900	$6,6506,600	$2,0002,200	$6,6007,000
Ind+Ch	$2,0001,700	$3,0005,950	$2,2001,800	$6,3006,600	$2,2001,900	$6,6506,600	$2,0002,200	$6,6007,000
Family	$2,0001,7	$3,0005,9	$2,2001,8	$6,3006,6	$2,2001,9	$6,6506,6	$2,0002,2	$6,6007,0

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AT&T Mobility Orange
Benefit Outline Summary

Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires

	~~00~~	~~50~~	~~00~~	00	~~00~~	00	00	~~00~~

Option 1 - Select:

	2027		2028		2029		2030	
	Network	Non-Network	Network	Non-Network	Network	Non-Network	Network	Non-Network
Ind	$1,000	N/A	$1,100	N/A	$1,100	N/A	$1,100	N/A
Ind+Sp	$2,000	N/A	$2,200	N/A	$2,200	N/A	$2,200	N/A
Ind+Ch	$2,000	N/A	$2,200	N/A	$2,200	N/A	$2,200	N/A
Family	$2,000	N/A	$2,200	N/A	$2,200	N/A	$2,200	N/A

The following Annual Deductible Provisions will apply to Option 1 - Broad and Option 1 Select:

Integrated with Med/Surg, MH/SA

- 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:
  - 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.
  - Copayments for Office Visits (Primary Care, Mental Health/Substance Abuse and Specialist)
- Actual amount that is applied to the Annual Deductible is calculated on the basis of eligible/allowable expenses.
- For the Option 1 – Broad Plan, s~~S~~eparate 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 Annual Deductibles are included in the Out Of Pocket Maximums.

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AT&T Mobility Orange
Benefit Outline Summary

Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires

Option 2 - Broad:

	~~2023~~2027		~~2024~~2028		~~2025~~2029		~~2026~~2030	
	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network
Ind	$3,000~~1,500~~	$9,000~~4,500~~	$3,300~~1,550~~	$9,900~~4,650~~	$3,300~~1,600~~	$9,900~~4,800~~	$3,300~~1,650~~	$9,900~~4,950~~
Ind+Sp	$6,000~~3,000~~	$18,000~~9,000~~	$6,600~~3,100~~	$19,800~~9,300~~	$6,600~~3,200~~	$19,800~~9,600~~	$6,600~~3,300~~	$19,800~~9,900~~
Ind+Ch	$6,000~~3,000~~	$18,000~~9,000~~	$6,600~~3,100~~	$19,800~~9,300~~	$6,600~~3,200~~	$19,800~~9,600~~	$6,600~~3,300~~	$19,800~~9,900~~
Family	$6,000~~3,000~~	$18,000~~9,000~~	$6,600~~3,100~~	$19,800~~9,300~~	$6,600~~3,200~~	$19,800~~9,600~~	$6,600~~3,300~~	$19,800~~9,900~~

Option 2 - Select:

	~~2023~~2027		~~2024~~2028		~~2025~~2029		~~2026~~2030	
	Network ~~& ONA~~	Non-Network	Network ~~& ONA~~	Non-Network	Network ~~& ONA~~	Non-Network	Network ~~& ONA~~	Non-Network
Ind	$3,000	~~$9,000~~N/A	$~~3,000~~3,300	~~$9,000~~N/A	$~~3,100~~3,300	~~$9,300~~N/A	$~~3,200~~3,300	~~$9,600~~N/A
Ind+Sp	$6,000	~~$18,000~~N/A	$~~6,000~~6,600	~~$18,000~~N/A	$~~6,200~~6,600	~~$18,600~~N/A	$~~6,400~~6,600	~~$19,200~~N/A
Ind+Ch	$6,000	~~$18,000~~N/A	$~~6,000~~6,600	~~$18,000~~N/A	$~~6,200~~6,600	~~$18,600~~N/A	$~~6,400~~6,600	~~$19,200~~N/A
Family	$6,000	~~$18,000~~N/A	$~~6,000~~6,600	~~$18,000~~N/A	$~~6,200~~6,600	~~$18,600~~N/A	$~~6,400~~6,600	~~$19,200~~N/A

Annual Deductible Provisions for Option 2 – Broad and Option 2 - Select~~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 copays 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.
- For Option 2 – Broad, s~~S~~eparate 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

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AT&T Mobility Orange
Benefit Outline Summary

Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires

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.

- The following costs paid by the participant apply toward the applicable Network/ONA or Non-Network Deductible amounts:
  - Network allowable charges for eligible expenses (for Network/ONA),
  - For Option 2 – Broad plan, Non-Network allowable charges for eligible expenses (for Non-Network),
  - All ~~Outpatient~~ prescription drug allowable charges for eligible expenses.
- The Non-Network Annual Deductibles will be three times the associated Network Annual Deductibles.
- The Annual Deductibles are included in the Out Of Pocket Maximums.

Annual Out of Pocket Maximum

2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees

Option 1 – Broad and Option 1 Select:

Out-of-Pocket Maximum Amounts
(including the Annual Deductibles)

Option 1 – Broad:

	~~2023~~2027		~~2024~~2028		~~2025~~2029		~~2026~~2030	
	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network
Ind	$~~4,250~~4,700	$~~12,750~~15,000	$~~5,000~~4,500	$~~13,500~~16,500	$~~4,750~~5,000	$~~14,250~~16,500	$5,000	$~~15,000~~16,500
Ind+Sp	$~~9,400~~8,500	$~~30,000~~25,500	$~~10,000~~9,000	$~~33,000~~27,000	$~~9,500~~10,000	$~~33,000~~28,500	$10,000	$~~30,000~~33,000
Ind+Ch	$~~9,400~~8,500	$~~30,000~~25,500	$~~10,000~~9,000	$~~33,000~~27,000	$~~9,500~~10,000	$~~33,000~~28,500	$10,000	$~~30,000~~33,000
Family	$~~9,400~~8,500	$~~30,000~~25,500	$~~10,000~~9,000	$~~33,000~~27,000	$~~9,500~~10,000	$~~33,000~~28,500	$10,000	$~~30,000~~33,000

Option 1 - Select:

	2027		2028		2029		2030	
	Network	Non-Network	Network	Non-Network	Network	Non-Network	Network	Non-Network
Ind	$4,700	N/A	$5,000	N/A	$5,000	N/A	$5,000	N/A
Ind+Sp	$9,400	N/A	$10,000	N/A	$10,000	N/A	$10,000	N/A
Ind+Ch	$9,400	N/A	$10,000	N/A	$10,000	N/A	$10,000	N/A
Family	$9,400	N/A	$10,000	N/A	$10,000	N/A	$10,000	N/A

(Integrated with Med/Surg, ~~-~~MH/SA)

Out-of-Pocket Maximum provisions:

- 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:
  - Annual Deductibles
  - Coinsurance

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AT&T Mobility Orange
Benefit Outline Summary

Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires

- Copays

- 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:
  - Prescription Drug copays
  - 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/copays.
- For the Option 1 – Broad Plan, sSeparate 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/copays satisfy the 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' coinsurance/copays 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.

Option 2 – Broad and Option 2 - Selectand
Option 3:

Out-of-Pocket Maximum Amounts
(including the Annual Deductibles)

Option 2 – Broad:

	20232027		20242028		20252029		20262030	
	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network
Ind	$6,7507,500	$20,2502 2,500	$8,0006,900	$20,7002 4,000	$8,0007,000	$21,0002 4,000	$8,0007,100	$21,3002 4,000
Ind+Sp	$13,5001 5,000	$40,5004 5,000	$13,8001 6,000	$41,4004 8,000	$14,0001 6,000	$42,0004 8,000	$14,2001 6,000	$42,6004 8,000
Ind+Ch	$13,5001 5,000	$40,5004 5,000	$13,8001 6,000	$41,4004 8,000	$14,0001 6,000	$42,0004 8,000	$14,2001 6,000	$42,6004 8,000
Family	$13,5001 5,000	$40,5004 5,000	$13,8001 6,000	$41,4004 8,000	$14,0001 6,000	$42,0004 8,000	$14,2001 6,000	$42,6004 8,000

Option 2 - Select:

	2027		2028		2029		2030	
	Network	Non-Network	Network	Non-Network	Network	Non-Network	Network	Non-Network
Ind	$7,500	N/A	$8,000	N/A	$8,000	N/A	$8,000	N/A
Ind+Sp	$15,000	N/A	$16,000	N/A	$16,000	N/A	$16,000	N/A

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AT&T Mobility Orange
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Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires

Ind+Ch	$15,000	N/A	$16,000	N/A	$16,000	N/A	$16,000	N/A
Family	$15,000	N/A	$16,000	N/A	$16,000	N/A	$16,000	N/A

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

Out-of-Pocket Maximum provisions ~~for Option 2 and Option 3~~:

- 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
  - Copays
  - 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
- 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

2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees
~~No change from current program except as provided below.~~

Option 1 - Broad:

	~~2023-2026~~2027 - 2030	
	Network/ONA	Non-Network
Preventive	$0 / 0% Ded waived	No Benefit
Primary Care Physician (PCP)/Mental Health/Substance Abuse~~Sickness/ Illness~~	$0~~/ 20%~~ ~~After~~ Ded Waived	~~$0 /~~ 50% After Ded
Specialist Visit	$50 Ded waived	50% After Ded

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AT&T Mobility Orange
Benefit Outline Summary

Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires

Option 1 - Select

	2027-2030	
	Network	Non-Network
Preventive	$0 / 0% Ded waived	No Benefit
Primary Care/Mental Health/Substance Abuse	$0 Ded waived	No Benefit
Specialist Visit	$50 Ded waived	No Benefit

Option 2 - Broad:

	2027-2030	
	Network/ONA	Non-Network
Preventive	$0 / 0% Ded waived	No Benefit
Primary Care/Mental Health/Substance Abuse	$0 After Ded	50% After Ded
Specialist Visit	$50 After Ded	50% After Ded

Option 2 - Select

	2027-2030	
	Network	Non-Network
Preventive	$0 / 0% Ded waived	No Benefit
Primary Care/Mental Health/Substance Abuse	$0 After Ded	No Benefit
Specialist Visit	$50 After Ded	No Benefit

Emergency Room

2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees
No change from current program except as provided below.

Option 1 – Broad:

~~2023-2026~~2027 - 2030	
Network/ONA	Non-Network
~~$0 / 20%~~10% After Ded	~~$0 / 20%~~10% After Ded

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AT&T Mobility Orange
Benefit Outline Summary

Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires

Option 1 – Select:

2027-2030	
Network/ONA	Non-Network
10% After Ded	10% After Ded

Option 2 – Broad:

2027-2030	
Network/ONA	Non-Network
30% After Ded	30% After Ded

Option 2 – Select:

2027-2030	
Network	Non-Network
30% After Ded	30% After Ded

*** True emergencies only. Non-emergencies are not covered.**

Urgent Care Center

2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees
~~No change from current program except as provided below.~~

Option 1 - Broad:

~~2023-2026~~ 2027 -2030	
Network/ONA	Non-Network
~~$0 / 20%~~10% After Ded	~~$0 /~~ 50% After Ded

Option 1 – Select:

2027-2030	
Network	Non-Network
10% After Ded	No Benefit

Option 2 - Broad:

2027-2030	
Network/ONA	Non-Network
30% After Ded	50% After Ded

Option 2 - Select

2027-2030	
Network	Non-Network
30% After Ded	No Benefit

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AT&T Mobility Orange
Benefit Outline Summary

<table>
<tr><th colspan="2">Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires</th></tr>
<tr><td></td><td></td></tr>
<tr><td>Hospital</td><td>2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees
~~No change from current program except as provided below.~~

Option 1 - Broad:
<table>
<tr><td colspan="2">~~2023-2026~~2027 - 2030</td></tr>
<tr><td>Network/ONA</td><td>Non-Network</td></tr>
<tr><td>1~~$0 / 2~~0%
After Ded</td><td>~~$0 /~~ 50%
After Ded</td></tr>
</table>
Option 1 - Select
<table>
<tr><td colspan="2">2027-2030</td></tr>
<tr><td>Network</td><td>Non-Network</td></tr>
<tr><td>10%
After Ded</td><td>No Benefit</td></tr>
</table>
Option 2 - Broad:
<table>
<tr><td colspan="2">2027-2030</td></tr>
<tr><td>Network/ONA</td><td>Non-Network</td></tr>
<tr><td>30%
After Ded</td><td>50%
After Ded</td></tr>
</table>
Option 2 - Select
<table>
<tr><td colspan="2">2027-2030</td></tr>
<tr><td>Network</td><td>Non-Network</td></tr>
<tr><td>30%/
After Ded</td><td>No Benefit</td></tr>
</table></td></tr>
<tr><td>Diagnostic Testing</td><td>2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees
~~No change from current program except as provided below.~~
Option 1 - Broad:
<table>
<tr><td colspan="2">~~2023-2026~~2027 - 2030</td></tr>
<tr><td>Network/ONA</td><td>Non-Network</td></tr>
<tr><td>~~$0 /~~ 1~~2~~0%
After Ded</td><td>~~$0 /~~ 50%
After Ded</td></tr>
</table>
Option 1 - Select
<table>
<tr><td colspan="2">2027-2030</td></tr>
<tr><td>Network</td><td>Non-Network</td></tr>
<tr><td>10%
After Ded</td><td>No Benefit</td></tr>
</table></td></tr>
</table>

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AT&T Mobility Orange
Benefit Outline Summary

<table>
<tr><th colspan="2">Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires</th></tr>
<tr><td></td><td>Option 2 - Broad:
<table><tr><td colspan="2">2027-2030</td></tr><tr><td>Network</td><td>Non-Network</td></tr><tr><td>30%
After Ded</td><td>50%
After Ded</td></tr></table>
Option 2 – Select:
<table><tr><td colspan="2">2027-2030</td></tr><tr><td>Network</td><td>Non-Network</td></tr><tr><td>30%
After Ded</td><td>No Benefit</td></tr></table></td></tr>
<tr><td>Fertility Services</td><td>2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees

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.</td></tr>
<tr><td>~~Lifetime Maximum~~</td><td>~~2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees~~
~~Note: No longer applies due to healthcare reform legislation (PPACA).~~</td></tr>
<tr><td>COB</td><td>2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees
No change from current program.</td></tr>
<tr><td>Survivor</td><td>2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees
~~No change from current program.~~Provisions as described in the AT&T Bargained Employees Medical Program SPD.</td></tr>
<tr><td>Eligible Retired Employees</td><td>See Exhibit 1.</td></tr>
<tr><td></td><td>PRESCRIPTION DRUG BENEFITS</td></tr>
<tr><td>Prescription Drugs</td><td>See Chart Below.</td></tr>
<tr><td colspan="2">Bargained Program Rx Program</td></tr>
<tr><td>Restrictions</td><td>2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees
Provisions as described in the AT&T Bargained Employees Medical Program SPD. ~~No change from current program.~~</td></tr>
<tr><td>Deductible</td><td>2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees

Option 1 – Broad and Option 1 - Select:
None.</td></tr>
</table>

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AT&T Mobility Orange
Benefit Outline Summary

Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires

Option 2 – Broad and Option 2 - Select ~~and Option 3~~:
Integrated with Med/Surg, MH/SA and CarePlus.

Preventive care drugs as permitted under section 223(c)(2)(C) of the Internal Revenue Code are not subject to the deductible.

OOP Max

2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees

Option 1 – Broad and Option 1 - Select:

	~~2023~~2027	2028~~2024~~	~~2025~~2029	2030~~2026~~
Individual	~~$1,450~~$2,000	~~$1,700~~$2,100	~~$1,800~~$2,200	~~$1,900~~$2,300
Ind+Ch	~~$2,900~~$4,000	~~$3,400~~$4,200	$4,400~~$3,600~~	~~$3,800~~$4,600
Ind+Sp	$4,000~~$2,900~~	$4,200~~$3,400~~	$4,400~~$3,600~~	$4,600~~$3,800~~
Family	$4,000~~$2,900~~	$4,200~~$3,400~~	$4,400~~$3,600~~	$4,600~~$3,800~~

Out-of-Pocket Maximum provisions:

- Applies to all Network prescription drug copays.
- 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:
  - 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 copays.
- With Individual+Child(ren), Individual+Spouse or Family coverage, a covered person has satisfied the Out-of-Pocket Maximum once their copays satisfy the 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 copays 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.

Option 2 – Broad and Option 2 - Select~~and Option 3~~:
Integrated with Med/Surg, MH/SA and CarePlus.

Retail

2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees
~~No change from current program, except as provided below.~~

Provisions as described in the AT&T Bargained Employees Medical Program SPD.

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AT&T Mobility Orange
Benefit Outline Summary

<table>
<tr><th colspan="2">Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires</th></tr>
<tr><td></td><td>Network Copays/Coinsurance: Up to 30-day supply, limited to 2 fills for maintenance subject to Advanced Control Specialty Formulary provisions.</td></tr>
<tr><td>Retail Generic</td><td>2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees

Option 1 – Broad and Option 1 – Select Copays:
~~, Option 2 and Option 3:~~

Retail/Specialty Network Copays~~:~~
<table>
<tr><td></td><td>~~2022~~0273~~3~~</td><td>~~2024~~2028</td><td>~~2025~~2029</td><td>~~2026~~2030</td></tr>
<tr><td>Generic</td><td>$10</td><td>$10</td><td>$10</td><td>$10</td></tr>
</table>
Option 2 – Broad and Option 2 – Select Coinsurance:
:

Retail/Specialty Network Coinsurance not to exceed Coinsurance Maximums below
<table>
<tr><td></td><td>2027-2030</td></tr>
<tr><td>Generic</td><td>30%</td></tr>
</table>
Coinsurance maximums applicable to Option 2 - Broad and Option 2 - Select:

Retail – Network Coinsurance Maximums:
(Up to 30-day supply, limited to 2 fills for maintenance)
<table>
<tr><td></td><td>2027</td><td>2028</td><td>2029</td><td>2030</td></tr>
<tr><td>Generic</td><td>$50</td><td>$50</td><td>$50</td><td>$50</td></tr>
</table>
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.</td></tr>
<tr><td>Retail Brand</td><td>2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees

Option 1 – Broad and Option 1 – Select Copays:
~~, Option 2 and Option 3:~~

Retail/Specialty Network Copays~~:~~
<table>
<tr><td></td><td>2027~~2~~~~023~~</td><td>~~2024~~2028</td><td>~~2025~~2029</td><td>~~2026~~2030</td></tr>
<tr><td>Preferred</td><td>$45~~$40~~</td><td>$50~~$45~~</td><td>$50~~$45~~</td><td>$50~~$45~~</td></tr>
<tr><td>Non-Preferred</td><td>$90~~$80~~</td><td>$100~~$90~~</td><td>$100~~$90~~</td><td>$100~~$90~~</td></tr>
</table></td></tr>
</table>

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AT&T Mobility Orange
Benefit Outline Summary

Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires

Option 2 – Broad and Option 2 – Select Coinsurance:

Retail/Specialty Network Coinsurance not to exceed Coinsurance Maximums below

Retail/Specialty Network Coinsurance

	2027-2030
Preferred	30%
Non-Preferred	50%

Coinsurance maximums applicable to Option 2 - Broad and Option 2 - Select:

Retail – Network Coinsurance Maximums:
(Up to 30-day supply, limited to 2 fills for maintenance)

	2027	2028	2029	2030
Preferred	$100	$200	$200	$200
Non-Preferred	No Maximum	No Maximum	No Maximum	No Maximum

Personal Choice

2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees
Provisions as described in the AT&T Bargained Employees Medical Program SPD.
~~No change from current program.~~

Mail Order

2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees
Provisions as described in the AT&T Bargained Employees Medical Program SPD.
~~No change from current program except as provided below.~~

Mandatory mail order for maintenance RX continues to apply after second fill at retail.

Up to 90-day supply subject to Advanced Control Specialty Formulary provisions.

Mail Order Generic

2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees

Option 1 – Broad, Option 1 - Select Copays: ~~Option 2 and Option 3:~~

Mail/Specialty Network Copays:

	2027~~2~~ ~~023~~	2028~~2~~ ~~024~~	2029~~2~~ ~~025~~	2030~~2~~ ~~026~~
Generic	$20	$20	$20	$20

Option 2 – Broad and Option 2 – Select Coinsurance:

Mail/Specialty Network Coinsurance not to exceed Coinsurance Maximums below

	2027-2030

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AT&T Mobility Orange
Benefit Outline Summary

Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires

Generic	30%

Coinsurance maximums applicable to Option 2 - Broad and Option 2 - Select:

Mail Order – Network Coinsurance Maximums:
(Up to 90-day supply, limited to 2 fills for maintenance)

	2027	2028	2029	2030
Generic	$100	$100	$100	$100

Provisions:
Mandatory Generic provisions continue to apply.

Mail Order Brand

2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees

Option 1 – Broad and Option 1 – Select Copays: ~~, Option 2 and Option 3:~~

Mail/Specialty Network Copays:

	~~2023~~2027	~~2024~~2028	~~2025~~2029	~~2026~~2030
Preferred	$~~80~~90	$~~90~~100	$~~90~~100	$~~90~~100
Non-Preferred	$~~160~~180	$~~180~~200	$~~180~~200	$~~180~~200

Option 2 – Broad and Option 2 – Select Coinsurance:

Mail/Specialty Network Coinsurance

	2027-2030
Preferred	30%
Non-Preferred	50%

Coinsurance maximums applicable to Option 2 - Broad and Option 2 - Select:

Retail – Network Coinsurance Maximums:
(Up to 90-day supply, limited to 2 fills for maintenance)

	2027	2028	2029	2030
Preferred	$200	$400	$400	$400
Non-Preferred	No Maximum	No Maximum	No Maximum	No Maximum

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AT&T Mobility Orange
Benefit Outline Summary

Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires	
Personal Choice	2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees Provisions as described in the AT&T Bargained Employees Medical Program SPD. ~~No change from current program.~~
	MENTAL HEALTH BENEFITS
Deductible	2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees Option 1 – Broad and Option 1 - Select: ~~No change from current program.~~ Integrated with Med/Surg Option 2 – Broad and Option 2 - Select~~and Option 3~~: Integrated with Med/Surg, Rx and CarePlus.
OOP Max	2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees Option 1 – Broad and Option 1 - Select: ~~No change from current program.~~ Integrated with Med/Surg Option 2 – Broad and Option 2 - Select~~and Option 3~~: Integrated with Med/Surg, Rx and CarePlus
Copayments and Coinsurance	2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees ~~No change from current program~~Provisions as described in the AT&T Bargained Employees Medical Program SPD.
Limitations	2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees No change from current program.
	SUBSTANCE ABUSE BENEFITS
Deductible	2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees Option 1 – Broad and Option 1 - Select: ~~No change from current program.~~ Integrated with Med/Surg Option 2 – Broad and Option 2 - Select~~and Option 3~~: Integrated with Med/Surg, Rx and CarePlus.
OOP Max	2023 New Hires, 2018 New Hires, 2017 New Hires and Current Employees Option 1 – Broad and Option 1 - Select: Integrated with Med/Surg~~No change from current program.~~ Option 2 – Broad and Option 2 - Select~~and Option 3~~: Integrated with Med/Surg, Rx and CarePlus.
	EMPLOYEE ASSISTANCE PROGRAM (EAP)
Program	AT&T Employee Assistance Program
Eligibility	Date of hire.
EE Class	All employees.

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AT&T Mobility Orange
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Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires	
Cost	100% company-paid
Design	The maximum number of sessions available to eligible Active Employees and each of their Household Members will be 16 sessions per Plan Year or the number available to management employees as it changes from time to time, whichever is higher. ~~Up to 5 EAP sessions per issue per year~~
Survivors	None.
Eligible Retired Employees	None.
	DISABILITY BENEFITS
Effective Date(s)	1/1/2027~~3~~
Program	2017 New Hires and Current Employees AT&T Mobility Disability Benefits Program for Southwest Bargained Employees (SWBW) Or AT&T Mobility Disability Benefits Program (Edge) No change from current program 2018 New Hires and 2023 New Hires AT&T Disability Income Program as described in the Summary Plan Description as these provisions change from time to time except as provided below.
Short-Term Disability (STD)	2017 New Hires and Current Employees No change from current program 2018 New Hires and 2023 New Hires 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. Short-term disability benefits and the other sources of income received are designed to replace 60 percent or 100 percent of Pay, based on your service as shown below: % of Pay Term of Employment — 100% — 60% 6 months < 2 years — 0 weeks — 26 weeks 2 years < 5 years — 4 weeks — 22 weeks 5 years < 15 years — 13 weeks — 13 weeks 15 years or more — 26 weeks — 0 weeks
Long-Term Disability (LTD)	2017 New Hires and Current Employees No change from current program 2018 New Hires and 2023 New Hires 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.
	DENTAL BENEFITS
Program	AT&T Dental Program* (Bargained Employees) • Dental PPO • DHMO (available at the discretion of the Company) *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).
Eligibility for	Active Regular and Temporary Full-Time and Part-Time Employees are eligible for coverage.

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<table>
<tr><th colspan="2">Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires</th></tr>
<tr><td>Coverage</td><td>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 Dental Program (Bargained Employees) until the end of the month in which the child reaches the age of 26 regardless of marital status.</td></tr>
<tr><td>Eligibility for Company Subsidy</td><td>Eligibility for Company subsidy begins on the employee's date of hire, provided the employee enrolls within the 31-day enrollment period.</td></tr>
<tr><td>EE Class</td><td>Regular and Temporary Full Time & Part Time Employees</td></tr>
<tr><td>Full Time EE Contribution</td><td>Contributions for Dental PPO or DHMO (if available):
<table>
<tr><th></th><th>~~2023~~2027</th><th>~~2024~~2028</th><th>~~2025~~2029</th><th>~~2026~~2030</th></tr>
<tr><td>Individual</td><td>$~~10~~12</td><td>$~~10~~12</td><td>$12</td><td>$~~12~~14</td></tr>
<tr><td>Individual + 1</td><td>$~~20~~ 23</td><td>$~~20~~23</td><td>$23</td><td>$~~23~~ 26</td></tr>
<tr><td>Family</td><td>$~~32~~ 36</td><td>$~~32~~ 36</td><td>$36</td><td>$40~~36~~</td></tr>
</table></td></tr>
<tr><td>Part Time EE Contributions</td><td>Based on Scheduled hrs./week:
• 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.

* Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</td></tr>
<tr><td>Annual Deductible</td><td>Network and ONA: $25 per individual
Non-Network: $50 per individual</td></tr>
<tr><td>Annual Maximum Benefit</td><td>Network and ONA: $1,750 per individual*
Non-Network: $1,300 per individual*

*Not to exceed $1,750 combined Network/Non-Network</td></tr>
<tr><td>Diagnostic & Preventive</td><td>Class I (Diagnostic/Preventive)
Network/ONA*: 100%, Ded. Waived
Non-Network**: 100%, Ded. Waived

*For ONA, paid at Network contracted rates.
**For Non-Network paid based on reasonable and customary amounts</td></tr>
<tr><td>Coverage Levels (replaces minor and major restorative)</td><td>Dental PPO Coinsurance

Class II (Basic restorative-fillings, extractions, periodontal treatment/maintenance)
Network and ONA*: 90%, after deductible
Non-Network**: 70%, after deductible

Class III (Major restorative – crowns, dentures, bridgework)
Network and ONA*: 80%, after deductible
Non-Network**: 50%, after deductible

Class IV (Orthodontia)
Network and ONA*: 80%, after deductible</td></tr>
</table>

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<tr><th colspan="2">Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires</th></tr>
<tr><td></td><td>Non-Network**: 50%, after deductible

*For ONA, paid at Network contracted rate.
**For Non-Network paid based on reasonable and customary amounts.</td></tr>
<tr><td>Orthodontic – Lifetime Maximum</td><td>Network and ONA: $2,000 per individual*
Non-Network: $1,400 per individual*

*Not to exceed $2,000 combined Network/Non-Network</td></tr>
<tr><td>COB</td><td>No change from current program.</td></tr>
<tr><td>Survivor</td><td>12 months Company extended coverage (CEC) concurrent with COBRA, then 100% cost of coverage for life or until remarriage.</td></tr>
<tr><td>Eligible Retired Employees</td><td>See Exhibit 1.</td></tr>
<tr><td>Outside Network Area (ONA)</td><td>• 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.</td></tr>
<tr><td></td><td>VISION BENEFITS</td></tr>
<tr><td>Program</td><td>AT&T Vision Program* (Bargained Employees)

*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).</td></tr>
<tr><td>Eligibility for Coverage</td><td>Active Regular and Temporary Full-Time and Part-Time Employees are eligible for coverage.
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.</td></tr>
<tr><td>Eligibility for Company Subsidy</td><td>Eligibility for Company subsidy begins on the employee's date of hire, provided the employee enrolls within the 31-day enrollment period.</td></tr>
<tr><td>EE Class</td><td>Regular and Temporary Full Time & Part Time Employees</td></tr>
<tr><td>Full Time EE Contribution</td><td>
<table>
<tr><th></th><th>~~2023~~2027</th><th>~~2024~~2028</th><th>~~2025~~2029</th><th>~~2026~~2030</th></tr>
<tr><td>Individual</td><td>$4</td><td>$~~4~~5</td><td>$5</td><td>$~~5~~6</td></tr>
<tr><td>Individual + 1</td><td>$8</td><td>$~~8~~ 10</td><td>$10</td><td>$~~10~~ 12</td></tr>
<tr><td>Family</td><td>$13</td><td>$~~13~~ 15</td><td>$15</td><td>$~~15~~ 18</td></tr>
</table>
</td></tr>
<tr><td>Part Time EE Contributions</td><td>Based on Scheduled hrs./week:
• 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.</td></tr>
</table>

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AT&T Mobility Orange
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Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires	
	*Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.
Coverage Levels	**Exam**: 1 exam per 12 months • Network: $0/0% • Non-Network: $28 towards exam cost **Frame Allowance**: 1 pair per 12 months • Network: $130 allowance towards frame cost • Non-Network: $30 towards frame cost **Lenses Allowance**: 1 set per 12 months Network: $0/0% Covers std. plastic lenses: Single, Bi-focal, Tri-focal, Lenticular, Progressive + Polycarbonate at 100%. Non-Network: $30-$80 towards lenses **Contact Lenses Allowance**: Allowance per 12 months Network: $150 allowance Non-Network: $150 allowance **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.
COB	No change from current program.
Survivor	No change from current program.
Eligible Retired Employees	See Exhibit 1.
	SUPPLEMENTAL MEDICAL BENEFITS
Program	AT&T CarePlus-A Supplemental Benefit Program* *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).
Eligibility	Eligibility for coverage begins on the employee's date of hire, provided the employee enrolls within 31 days of the later of hire date or date on enrollment materials.
EE Class	Regular and Temporary Full Time & Part Time Employees
Employee Contributions (FT and PT)	Contribution amounts are subject to change from time to time at the sole discretion of the Company.
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.

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AT&T Mobility Orange
Benefit Outline Summary

Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires	
	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	Eligibility for coverage begins on the employee's date of hire, provided the employee enrolls within the 31-day enrollment period. ~~No change from current plan.~~
EE Class	Regular and Temporary Full Time & Part Time Employees
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	Eligibility for coverage begins on the employee's date of hire, provided the employee enrolls within the 31-day enrollment period ~~No change from current plan.~~
EE Class	Regular and Temporary Full Time & Part Time Employees
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.
	LIFE INSURANCE
Program	AT&T Group Life Insurance Program for Active Employees *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). Note: Contributions amounts are subject to annual adjustment.
Eligibility	Active Regular, Term and Temporary Full-Time and Part-Time Employees are eligible for coverage. Eligibility for all coverage begins on the Employee's date of hire. Dependent children will be eligible to participate in the AT&T Group Life Insurance Program for Active Employees until the end of the month in which the child reaches the age of 26 regardless of marital status. ~~All coverages: Eligible date of hire.~~
EE Class	Regular and Temporary Full Time & Part Time Employees
Basic Life Insurance Benefit	Basic: 1X Salary for the twelve months ending on Sept. 1 of previous plan year, rounded to the next $1,000 Company paid. Max. $7M basic plus supplemental.

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AT&T Mobility Orange
Benefit Outline Summary

Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires	
Supplemental Life Insurance Benefit	1X-10X annual basic pay, max $7M basic + supp; Employee paid; smoker/nonsmoker rates.
Accelerated Death Benefit	Available when life expectancy is 24 months or less. Minimum Distribution: 25% of total life insurance benefit. Maximum Distribution: lesser of 75% of total life insurance benefit or $1M
AD&D	Basic: 1X annual basic pay; Company paid Supp: 1X-10X annual basic pay Spouse and child: applies
Seatbelt Incentive	Company paid $10K. Supplemental, spouse, & child AD&D also have $10K.
Dependent Benefit Amount	Employee paid Spouse/RDP life and AD&D: $10K, $25-$300K in $25K increments; smoker/nonsmoker rates. Child life and AD&D: $5K-$30K in $5K increments
LTD Coverage	Basic & Supplemental life (not AD&D) continues for 3 years. Dependent coverages end with end of STD
Portability upon termination	Yes for supplemental employee life only
Conversion upon termination	Basic & Supplemental life, not AD&D. Spouse and child life, not AD&D.
Survivor	No change from current program.
Eligible Retired Employees	No change from current program.
Guaranteed Issue	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. No EOI for Spouse coverage of $10K during initial enrollment period. Otherwise, EOI required for any enrollment or increase. No EOI for Child coverage at any time for initial enrollment or increase in amount.
	~~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~~	~~2023 New Hires, 2018 New Hires and 2017 New Hires~~ ~~Not available; closed to new entrants as of 5/1/2012.~~ ~~Current Employees~~ ~~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 ASSISTANCE POLICY
Policy	AT&T Adoption Reimbursement Policy AT&T Surrogacy Reimbursement Policy

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AT&T Mobility Orange
Benefit Outline Summary

Current Employees, 2017 New Hires, 2018 New Hires and 2023 New Hires	
	AT&T Cryopreservation Reimbursement Policy
Eligibility	Date of Hire
EE Class	Full Time Regular Employees, and Full-time Temporary Employees
Maximum	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-$8,000.~~Not Applicable. No annual cap. Tuition Lifetime Cap-Undergraduate-$25,000 Graduate-$30,000.
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.

	PENSION PLAN
Effective Date(s)	**1/1/2027~~3~~**
Program(s)	Employees hired or rehired on or before December 31, 2009 Mobility Program (Mobility Program) of the AT&T Component Part of the AT&T Pension Benefit Plan Employees hired, rehired or transferred after December 31, 2009 Bargained Cash Balance Program #2 (BCB#2 Program) of the AT&T Component Part of the AT&T Pension Benefit Plan
Benefits	Employees hired or rehired on or before December 31, 2009 No change from current program Employees hired, rehired or transferred after December 31, 2009 No change from current program
	SAVINGS PLAN
Effective Date(s)	**1/1/2027~~3~~**
Program	AT&T Retirement Savings Plan (ARSP)
Benefits	No change from current program.

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AT&T Mobility Orange
Benefit Outline Summary

Retiree Health Care for Bargained Employees for the period January 1, 20273 through December 31, 203026 who terminate employment during the period 1/1/20273 through 12/31/203026.

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 12/31/20262 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 ▪ 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 ▪ 30 (NCS) and any age ▪ 25 (NCS) & 50 (age) ▪ 20 (NCS) & 55 (age) ▪ 10 (NCS) & 65 (age)
Retiree contributions	Same as active employees' contributions	▪ 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.

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Administrative Assistant

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	424.50	424.50	424.50	424.50
2	460.50	462.00	463.00	464.50
3	500.00	502.50	505.50	508.00
4	542.50	547.00	551.50	555.50
5	589.00	595.00	601.50	608.00
6	639.00	647.50	656.00	665.00
7	693.50	704.50	716.00	727.50
8	752.50	766.50	781.00	795.50
9	816.50	834.00	852.00	870.50
10	886.00	908.00	930.00	952.00
11	961.50	987.50	1014.50	1041.50
12	1043.50	1075.00	1107.00	1139.50
13	1132.50	1169.50	1207.50	1246.50

Business Customer Service Specialist I
Business Customer Service Specialist I-S

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	418.00	418.00	418.00	418.00
2	448.50	450.50	451.50	453.00
3	481.50	485.50	488.00	491.00
4	517.00	523.50	527.50	532.00
5	555.00	564.00	570.00	576.50
6	596.00	608.00	616.00	624.50
7	639.50	655.50	666.00	676.50
8	686.50	706.50	719.50	733.50
9	737.00	761.50	778.00	794.50
10	791.00	820.50	840.50	861.00
11	849.00	884.50	908.50	933.00
12	911.50	953.50	982.00	1011.00
13	978.50	1027.50	1061.00	1095.50

Business Customer Service Specialist II
Business Customer Service Specialist II-S

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	469.50	469.50	469.50	469.50
2	506.50	508.50	510.00	511.50
3	546.50	551.00	554.00	557.00
4	589.50	597.00	601.50	606.50
5	636.00	646.50	653.50	660.50
6	686.50	700.50	710.00	719.50
7	740.50	759.00	771.00	783.50
8	799.00	822.00	837.50	853.50
9	862.00	890.50	910.00	929.50
10	930.00	964.50	988.00	1012.00
11	1003.50	1045.00	1073.50	1102.50
12	1082.50	1132.00	1166.00	1200.50
13	1168.00	1226.50	1266.50	1307.50

Business Premier Service Consultant

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	720.00	720.00	720.00	720.00
2	747.50	749.50	751.50	753.50
3	776.00	780.50	784.50	788.50
4	806.00	812.50	819.00	825.50
5	837.00	846.00	855.00	864.00
6	869.00	880.50	892.50	904.00
7	902.00	916.50	931.50	946.50
8	937.00	954.50	972.50	990.50
9	972.50	993.50	1015.00	1036.50
10	1010.00	1034.50	1059.50	1085.00
11	1048.50	1076.50	1106.00	1135.50
12	1089.00	1121.00	1154.50	1188.50
13	1130.50	1167.00	1205.00	1244.00

Business Sales Specialist

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	476.00	476.00	476.00	476.00
2	513.00	514.50	516.00	517.50
3	553.50	556.00	559.00	562.00
4	596.50	601.50	606.00	611.00
5	643.00	650.00	657.00	664.00
6	693.50	702.50	712.00	721.50
7	747.50	759.50	772.00	784.00
8	806.00	821.00	836.50	852.50
9	869.00	887.50	907.00	926.00
10	937.00	959.50	983.00	1006.50
11	1010.00	1037.00	1065.50	1094.00
12	1089.00	1121.00	1154.50	1189.00
13	1174.00	1212.00	1251.50	1292.00

Clerk

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	375.50	375.50	375.50	375.50
2	407.50	408.50	409.50	410.50
3	442.00	444.00	446.50	449.00
4	479.50	483.00	487.00	491.00
5	520.00	525.50	531.00	537.00
6	564.00	571.50	579.50	587.00
7	612.00	622.00	632.00	642.00
8	663.50	676.50	689.00	702.00
9	720.00	735.50	751.50	767.50
10	781.00	800.00	819.50	839.50
11	847.50	870.00	893.50	918.00
12	919.00	946.50	974.50	1003.50
13	997.00	1029.50	1063.00	1097.50

Client Service Specialist

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	646.00	646.00	646.00	646.00
2	679.00	681.00	682.50	684.50
3	714.00	717.50	721.50	725.50
4	750.50	756.50	762.50	768.50
5	788.50	797.00	805.50	814.00
6	829.00	840.00	851.50	862.50
7	871.50	885.50	899.50	914.00
8	916.00	933.00	951.00	968.50
9	963.00	983.50	1004.50	1026.50
10	1012.00	1036.50	1061.50	1087.50
11	1064.00	1092.50	1122.00	1152.00
12	1118.50	1151.50	1185.50	1221.00
13	1175.50	1213.50	1253.00	1293.50

Coordinator 1

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	530.50	530.50	530.50	530.50
2	570.00	571.50	573.00	574.50
3	612.50	616.00	619.50	622.50
4	658.50	664.00	669.00	674.50
5	707.50	715.50	723.00	730.50
6	760.50	771.00	781.00	791.50
7	817.50	830.50	844.00	857.50
8	878.50	895.00	912.00	929.00
9	944.00	964.50	985.50	1006.50
10	1014.50	1039.50	1064.50	1090.50
11	1090.50	1120.00	1150.50	1181.50
12	1172.00	1207.00	1243.00	1280.00
13	1259.50	1300.50	1343.00	1386.50

Coordinator 2

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	575.50	575.50	575.50	575.50
2	620.50	622.50	624.00	625.50
3	669.50	673.00	676.50	680.00
4	722.00	727.50	733.50	739.50
5	778.50	787.00	795.00	804.00
6	839.50	851.00	862.00	874.00
7	905.50	920.00	935.00	950.00
8	976.50	994.50	1013.50	1032.50
9	1053.00	1075.50	1099.00	1122.50
10	1135.50	1163.00	1191.50	1220.50
11	1224.50	1257.50	1292.00	1327.00
12	1320.50	1360.00	1400.50	1442.50
13	1424.00	1470.50	1518.50	1568.00

COS Sales Advocate

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	385.00	385.00	385.00	385.00
2	410.50	411.50	412.50	413.50
3	437.50	439.50	442.00	444.50
4	466.00	470.00	473.50	477.50
5	497.00	502.00	507.50	513.00
6	529.50	536.50	544.00	551.00
7	564.50	573.50	582.50	592.00
8	601.50	613.00	624.50	636.00
9	641.00	655.00	669.00	683.50
10	683.00	700.00	717.00	734.00
11	728.00	748.00	768.00	789.00
12	776.00	799.00	823.00	847.50
13	827.00	854.00	882.00	910.50

Customer Service Representative I

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	418.50	418.50	418.50	418.50
2	451.00	452.00	453.50	454.50
3	486.00	488.50	491.50	494.00
4	524.00	528.00	532.50	536.50
5	564.50	570.50	577.00	583.00
6	608.50	616.50	625.00	633.50
7	656.00	666.50	677.00	688.00
8	706.50	720.00	733.50	747.50
9	761.50	778.00	795.00	812.00
10	821.00	841.00	861.50	882.00
11	884.50	908.50	933.00	958.50
12	953.50	982.00	1011.00	1041.00
13	1027.50	1061.00	1095.50	1131.00

Customer Service Representative (WFH)

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	418.50	418.50	418.50	418.50
2	451.00	452.00	453.50	454.50
3	486.00	488.50	491.50	494.00
4	524.00	528.00	532.50	536.50
5	564.50	570.50	577.00	583.00
6	608.50	616.50	625.00	633.50
7	656.00	666.50	677.00	688.00
8	706.50	720.00	733.50	747.50
9	761.50	778.00	795.00	812.00
10	821.00	841.00	861.50	882.00
11	884.50	908.50	933.00	958.50
12	953.50	982.00	1011.00	1041.00
13	1027.50	1061.00	1095.50	1131.00

Customer Service Representative II

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	433.50	433.50	433.50	433.50
2	472.00	473.50	474.50	476.00
3	514.00	516.50	519.50	522.00
4	559.50	564.00	568.50	573.00
5	609.50	616.00	622.50	629.00
6	663.50	672.50	681.50	690.50
7	722.50	734.00	746.00	757.50
8	786.50	801.00	816.50	831.50
9	856.50	874.50	893.50	913.00
10	932.50	955.00	978.00	1002.00
11	1015.00	1042.50	1070.50	1099.50
12	1105.50	1138.00	1172.00	1207.00
13	1203.50	1242.50	1283.00	1324.50

Customer Service Representative II - C2

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	575.50	575.50	575.50	575.50
2	617.00	618.50	620.00	622.00
3	661.50	665.00	668.50	672.00
4	709.00	714.50	720.50	726.00
5	760.00	768.00	776.50	784.50
6	814.50	825.50	836.50	848.00
7	873.00	887.50	901.50	916.00
8	936.00	953.50	971.50	990.00
9	1003.50	1025.00	1047.00	1070.00
10	1075.50	1101.50	1128.50	1156.00
11	1153.00	1184.00	1216.00	1249.00
12	1236.00	1273.00	1310.50	1349.50
13	1325.00	1368.00	1412.50	1458.50

Customer Support Specialist
Customer Support Specialist WFH

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	520.00	520.00	520.00	520.00
2	552.00	554.50	556.00	557.50
3	586.00	591.00	594.00	597.50
4	622.50	630.00	635.00	640.00
5	661.00	671.50	679.00	686.00
6	701.50	716.00	725.50	735.50
7	745.00	763.50	775.50	788.00
8	791.00	814.00	829.00	844.50
9	839.50	867.50	886.50	905.50
10	891.50	925.00	947.50	970.50
11	946.50	986.00	1012.50	1040.00
12	1005.00	1051.00	1082.50	1114.50
13	1067.00	1120.50	1157.00	1194.50

Finance Representative I

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	530.50	530.50	530.50	530.50
2	570.00	571.50	573.00	574.50
3	612.50	616.00	619.50	622.50
4	658.50	664.00	669.00	674.50
5	707.50	715.50	723.00	730.50
6	760.50	771.00	781.00	791.50
7	817.50	830.50	844.00	857.50
8	878.50	895.00	912.00	929.00
9	944.00	964.50	985.50	1006.50
10	1014.50	1039.50	1064.50	1090.50
11	1090.50	1120.00	1150.50	1181.50
12	1172.00	1207.00	1243.00	1280.00
13	1259.50	1300.50	1343.00	1386.50

Finance Representative II

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	575.50	575.50	575.50	575.50
2	617.00	618.50	620.00	622.00
3	661.50	665.00	668.50	672.00
4	709.00	714.50	720.50	726.00
5	760.00	768.00	776.50	784.50
6	814.50	825.50	836.50	848.00
7	873.00	887.50	901.50	916.00
8	936.00	953.50	971.50	990.00
9	1003.50	1025.00	1047.00	1070.00
10	1075.50	1101.50	1128.50	1156.00
11	1153.00	1184.00	1216.00	1249.00
12	1236.00	1273.00	1310.50	1349.50
13	1325.00	1368.00	1412.50	1458.50

Fraud Analyst

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	482.00	482.00	482.00	482.00
2	524.00	525.50	527.00	528.50
3	570.00	573.00	576.50	579.50
4	620.00	625.00	630.00	635.00
5	674.50	681.50	689.00	696.50
6	733.50	743.50	753.50	763.50
7	797.50	810.50	823.50	837.00
8	867.50	884.00	900.50	917.50
9	943.50	964.00	984.50	1006.00
10	1026.00	1051.00	1076.50	1102.50
11	1116.00	1146.00	1177.50	1209.00
12	1213.50	1250.00	1287.50	1325.50
13	1320.00	1363.00	1407.50	1453.00

Integrated Sales Support Representative

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	954.00	954.00	954.00	954.00
2	983.50	986.00	988.50	991.00
3	1013.50	1019.00	1024.50	1030.00
4	1044.50	1053.00	1061.50	1070.00
5	1077.00	1088.50	1100.00	1112.00
6	1110.00	1125.00	1140.00	1155.00
7	1144.00	1162.50	1181.00	1200.00
8	1179.00	1201.50	1224.00	1247.00
9	1215.50	1241.50	1268.50	1295.50
10	1253.00	1283.00	1314.50	1346.00
11	1291.50	1326.00	1362.00	1398.50
12	1331.00	1370.50	1411.50	1453.50
13	1372.00	1416.50	1462.50	1510.00

Information Systems Technician

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	576.50	576.50	576.50	576.50
2	631.50	633.00	635.00	636.50
3	691.50	695.00	699.00	702.50
4	757.50	763.50	769.50	776.00
5	829.50	838.50	847.50	856.50
6	908.50	921.00	933.00	945.50
7	995.00	1011.00	1027.50	1044.00
8	1090.00	1110.50	1131.50	1152.50
9	1193.50	1219.50	1245.50	1272.50
10	1307.50	1339.00	1371.50	1405.00
11	1432.00	1470.50	1510.00	1551.00
12	1568.00	1615.00	1663.00	1712.50
13	1717.50	1773.50	1831.00	1890.50

Premier Service Consultant
Premier Service Consultant (HYB)
Premier Service Consultant (WFH)

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	720.00	720.00	720.00	720.00
2	747.50	749.50	751.50	753.50
3	776.00	780.50	784.50	788.50
4	806.00	812.50	819.00	825.50
5	837.00	846.00	855.00	864.00
6	869.00	880.50	892.50	904.00
7	902.00	916.50	931.50	946.50
8	937.00	954.50	972.50	990.50
9	972.50	993.50	1015.00	1036.50
10	1010.00	1034.50	1059.50	1085.00
11	1048.50	1076.50	1106.00	1135.50
12	1089.00	1121.00	1154.50	1188.50
13	1130.50	1167.00	1205.00	1244.00

Retail Sales Consultant

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	650.00	650.00	650.00	650.00
2	677.50	679.50	681.00	683.00
3	706.00	710.00	713.50	717.50
4	736.00	742.00	748.00	754.00
5	767.00	775.00	783.50	792.00
6	799.50	810.00	821.00	832.00
7	833.00	846.50	860.00	874.00
8	868.50	884.50	901.50	918.50
9	905.00	924.50	944.50	965.00
10	943.50	966.00	989.50	1013.50
11	983.00	1009.50	1037.00	1065.00
12	1024.50	1055.00	1086.50	1119.00
13	1068.00	1102.50	1138.50	1175.50

Sales Specialist

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	548.00	548.00	548.00	548.00
2	592.00	593.50	595.00	596.50
3	639.00	642.50	646.00	649.50
4	690.00	696.00	701.50	707.00
5	745.50	753.50	761.50	769.50
6	805.00	816.00	827.00	838.00
7	869.50	883.50	897.50	912.00
8	939.00	956.50	974.50	993.00
9	1014.00	1036.00	1058.00	1081.00
10	1095.00	1121.50	1149.00	1177.00
11	1182.50	1214.50	1247.50	1281.50
12	1277.00	1315.00	1354.50	1395.00
13	1379.00	1424.00	1470.50	1518.50

Sales Support Representative

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	530.50	530.50	530.50	530.50
2	570.00	571.50	573.00	574.50
3	612.50	616.00	619.50	622.50
4	658.50	664.00	669.00	674.50
5	707.50	715.50	723.00	730.50
6	760.50	771.00	781.00	791.50
7	817.50	830.50	844.00	857.50
8	878.50	895.00	912.00	929.00
9	944.00	964.50	985.50	1006.50
10	1014.50	1039.50	1064.50	1090.50
11	1090.50	1120.00	1150.50	1181.50
12	1172.00	1207.00	1243.00	1280.00
13	1259.50	1300.50	1343.00	1386.50

Service Technician

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	504.00	504.00	504.00	504.00
2	546.50	548.00	549.50	551.00
3	593.00	596.00	599.50	602.50
4	643.00	648.50	653.50	659.00
5	697.50	705.00	712.50	720.50
6	756.50	766.50	777.00	787.50
7	820.50	834.00	847.50	861.00
8	890.00	907.00	924.00	941.50
9	965.50	986.00	1007.50	1029.50
10	1047.00	1072.50	1098.50	1125.50
11	1135.50	1166.50	1198.00	1230.50
12	1232.00	1268.50	1306.50	1345.50
13	1336.00	1379.50	1424.50	1471.00

Small Biz Advisor

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	521.50	521.50	521.50	521.50
2	555.00	556.50	558.00	559.50
3	590.50	593.50	596.50	600.00
4	628.00	633.00	638.50	643.50
5	668.50	675.50	683.00	690.00
6	711.00	720.50	730.50	740.00
7	756.50	769.00	781.50	794.00
8	805.00	820.00	835.50	851.50
9	856.50	875.00	894.00	913.00
10	911.50	933.50	956.50	979.50
11	970.00	996.00	1023.00	1050.50
12	1032.00	1062.50	1094.00	1127.00
13	1098.00	1133.50	1170.50	1208.50

SR In Home Sales Expert

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	800.00	800.00	800.00	800.00
2	826.00	828.00	830.50	832.50
3	852.50	857.00	861.50	866.50
4	880.00	887.00	894.00	901.50
5	908.50	918.00	928.00	938.00
6	938.00	950.50	963.00	976.00
7	968.00	983.50	999.50	1015.50
8	999.50	1018.00	1037.50	1057.00
9	1031.50	1054.00	1076.50	1100.00
10	1065.00	1091.00	1117.50	1144.50
11	1099.50	1129.00	1159.50	1191.00
12	1135.00	1168.50	1203.50	1239.00
13	1171.50	1209.50	1249.00	1289.50

Technical MSC/RNOC

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	720.00	720.00	720.00	720.00
2	789.00	791.00	793.50	795.50
3	865.00	869.50	874.00	878.50
4	947.50	955.50	963.00	970.50
5	1038.50	1050.00	1061.00	1072.50
6	1138.50	1153.50	1169.00	1184.50
7	1247.50	1267.50	1288.00	1309.00
8	1367.00	1393.00	1419.00	1446.00
9	1498.50	1530.50	1563.50	1597.50
10	1642.00	1682.00	1722.50	1764.50
11	1799.50	1848.00	1898.00	1949.50
12	1972.50	2031.00	2091.00	2153.50
13	2161.50	2231.50	2304.00	2379.00

Technical Support Specialist

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	720.00	720.00	720.00	720.00
2	778.00	780.00	782.00	784.00
3	840.50	845.00	849.50	854.00
4	908.00	915.00	922.50	930.00
5	981.00	991.50	1002.00	1012.50
6	1059.50	1074.00	1088.00	1103.00
7	1144.50	1163.00	1182.00	1201.00
8	1236.50	1260.00	1283.50	1308.00
9	1336.00	1365.00	1394.00	1424.00
10	1443.50	1478.50	1514.00	1551.00
11	1559.50	1601.50	1644.50	1689.00
12	1684.50	1734.50	1786.00	1839.50
13	1820.00	1879.00	1940.00	2003.00

Telesales Representative
Telesales Representative WFH

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	439.00	439.00	439.00	439.00
2	471.50	473.00	474.00	475.50
3	506.50	509.50	512.00	515.00
4	544.00	548.50	553.00	557.50
5	584.50	591.00	597.50	603.50
6	628.00	636.50	645.00	653.50
7	674.50	685.50	696.50	708.00
8	725.00	738.50	752.50	766.50
9	778.50	795.50	812.50	830.00
10	836.50	856.50	877.50	899.00
11	898.50	922.50	948.00	973.50
12	965.50	994.00	1023.50	1054.00
13	1037.00	1070.50	1105.50	1141.50

Wireless Technician

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	720.00	720.00	720.00	720.00
2	789.00	791.00	793.50	795.50
3	865.00	869.50	874.00	878.50
4	947.50	955.50	963.00	970.50
5	1038.50	1050.00	1061.00	1072.50
6	1138.50	1153.50	1169.00	1184.50
7	1247.50	1267.50	1288.00	1309.00
8	1367.00	1393.00	1419.00	1446.00
9	1498.50	1530.50	1563.50	1597.50
10	1642.00	1682.00	1722.50	1764.50
11	1799.50	1848.00	1898.00	1949.50
12	1972.50	2031.00	2091.00	2153.50
13	2161.50	2231.50	2304.00	2379.00

Work Force Administrator

Work Force Administrator WFH

Step	Effective 2/14/2026	Effective 2/21/2027	Effective 2/20/2028	Effective 2/18/2029
1	419.00	419.00	419.00	419.00
2	452.00	453.00	454.50	455.50
3	487.50	490.00	492.50	495.00
4	525.50	530.00	534.00	538.50
5	567.00	573.00	579.00	585.50
6	611.50	619.50	628.00	636.50
7	659.50	670.00	681.00	692.00
8	711.50	724.50	738.50	752.00
9	767.00	783.50	800.50	818.00
10	827.50	847.50	868.00	889.00
11	892.50	916.50	941.00	966.50
12	962.50	991.00	1020.50	1051.00
13	1038.00	1071.50	1106.50	1142.50