

Policy



IMPORTANT BENEFITS INFORMATION

AT&T Commuter Benefit Policy

This is the AT&T Commuter Benefit Policy.

Please keep this Policy for future reference.

DISTRIBUTION: Distributed to management and bargained employees of Participating Companies as listed in Appendix A and employees required to be provided participation in a Transportation Benefits Program under Ordinance No. 199-08 of the City and County of San Francisco (Section 421 of the San Francisco Environment Code).

NIN: 78-28448

IMPORTANT INFORMATION

In all cases, the official Policy document governs and is the final authority on Policy terms. AT&T reserves the right to terminate or amend any and all of its employee benefits plans, programs or policies. Participation in the plans, programs and/or policies is neither a contract nor a guarantee of future employment.

What is this document?

This document is a guide to your Policy Benefits. See the "Eligibility and Participation" section for more information about Policy eligibility.

What action do I need to take?

You should review this document.

How do I use this document?

It is important that you read this document in its entirety, so that you can understand the Policy details. Also, throughout this document, there are cross-references to other sections in the document. Please consult the Table of Contents to help you locate these cross-referenced sections.

Keep this document for your future reference. It is your primary resource about the Policy.

Questions?

If you have questions regarding information in this document, contact the Claims Administrator. See the "Contact Information" section for information on how to contact the Claims Administrator.

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INTRODUCTION

The AT&T Commuter Benefit Policy (Policy) permits you to pay for certain costs associated with public transportation, van pools and work-related parking with money deducted from your paycheck before federal taxes (and, when appropriate, state and local taxes) are applied. By participating in the Policy, you can reduce your commuting expenses and taxable income, and your disposable income will increase as a result. The Policy is intended to comply with Internal Revenue Code §132(f) and its regulations.

ELIGIBILITY

Eligible Employee

To be an “Eligible Employee” under the Policy, you must be an “Employee,” be included in a group that is eligible for the Policy, and not be in any of the excluded groups.

Employee

An Employee is an individual who: (i) is classified on the payroll records of a Participating Company as a common law employee; and (ii) receives a regular and stated Compensation, other than a pension or retainer, from that Participating Company in exchange for services provided to that Participating Company.

Groups That Are Eligible for the Policy

The following Employees are eligible for the Policy:

- A Management Employee who is on the payroll of a Participating Company. A Management Employee is any Employee who is not a Bargained Employee. Management Employee also includes all nonmanagement nonunion employees employed by the following Participating Companies:
 - AT&T Mobility Services LLC
 - Berry Network Inc.
 - PBD Holdings (dba AT&T Digital Graphics Advantage)
 - SBC Global Services, Inc.
 - Southwestern Bell Advertising Group, Inc.
 - Southwestern Bell Telephone Company
 - BellSouth Telecommunications, Inc. or SBC Internet Services, Inc. (in the AT&T Southeast Region) in the Premise Technician, or Dispatcher job title
 - Effective June 1, 2011, legacy AT&T company (excluding AT&T of Puerto Rico, Inc.) hired or rehired on or after Aug. 9, 2009

- A Bargained Employee is an Employee who either: (i) is an Employee whose job title and classification is included in a collective bargaining agreement between a Participating Company and an union, or (ii) an Employee whose job title and classification have been excluded from a collective bargaining agreement represented by the union, but for whom the Company provides the same Benefits provided to Employees included in a collective bargaining agreement between the union and the Participating Company. The following groups of Bargained Employees are Eligible Employees under the Policy:
 - Bargaining Unit Employees covered by an Applicable Collective Bargaining Agreement listed in *Appendix A*.
 - “Confidential Employees” as defined by the National Labor Relations Act.
 - Nonmanagement nonunion Employees employed in the same business unit as any of the following bargaining units:
 - Ameritech Publishing, Inc. – CWA District 4
 - Pacific Bell Directory (North) – IBEW Local 1269
 - Pacific Bell Directory (South) – IBEW Local 2139
 - An Employee who must be enrolled in a Transportation Benefits Program under Ordinance No. 199-08 of the City and County of San Francisco (Section 421 of the San Francisco Environment Code), or under Cal. Gov’t Code Section 65081.

Excluded Groups

You are **not** eligible to participate in the Policy (even if you are an Employee in a group that is otherwise eligible for the Policy) if you are classified by the Participating Company as any of the following:

- Contract employee.
- Common law employee who does not otherwise meet the definition of Eligible Employee.
- Leased Employee, within the meaning of §414(n)(2) of the Internal Revenue Code Independent contractor.
- An Employee on a Leave of Absence formally granted in accordance with rules established by his or her Participating Company.
- An Employee receiving long-term disability (LTD) Benefits pursuant to the terms and conditions of the Participating Company disability benefits Program.
- An Employee on a layoff, as determined by his or her Participating Company.
- An Employee classified as a retiree.
- An Employee located in Guam, Puerto Rico or the Virgin Islands.

- A nonresident alien employed outside the United States.
- An individual who is providing services to a Participating Company pursuant to a contract, arrangement or understanding either purportedly (i) as an independent contractor, or (ii) as an employee of agency, leasing organization or any other company that is not a Participating Company; or who is treated as an employee of an agency, leasing organization or any other such company that is not a Participating Company, even if such individual is later determined (by judicial action or otherwise) to have been a common law employee of a Participating Company.

Participating Companies and Applicable Collective Bargaining Agreements

See *Appendix A* for a list of Participating Companies and applicable collective bargaining agreements.

ENROLLMENT AND EFFECTIVE DATES

If you are eligible to enroll in the Policy when you are hired, you may do so as soon as administratively feasible. After that, you may enroll, change, or cancel your Policy benefits during any month. However, the Claims Administrator requires that you do so before 10:59 p.m. Central time on the 10th calendar day of the month before the month for which you wish to receive or cancel the benefit.

Currently, the Claims Administrator is WageWorks. See the “Contact Information” section for information on how to contact the Claims Administrator.

Note: If you commute on the Long Island Railroad or Metro-North Railroad, your deadline is 10:59 p.m. Central time on the fourth calendar day of the month before the month for which you wish to receive or cancel the benefit.

ENROLLING, CHANGING OR CANCELING BENEFITS

To Enroll in the Policy Online:

- Go to the WageWorks Web site at wageworks.com. Select the link [FIRST-TIME USER? Register now](#), and follow the steps listed.
- To change or cancel your election, select the Commuter tab, and then select your current order in the Account Dashboard and follow the steps listed.

To Enroll in the Policy by Phone:

Call **877-924-3967** (toll-free) Monday through Friday from 7 a.m. to 7 p.m. Central time, excluding holidays.

ELIGIBLE COMMUTING EXPENSES

The Policy covers the following types of commuting expenses:

- Bus
- Train
- Subway
- Ferry
- Streetcar
- Van pool (provided that your van pool seats six or more adults and that 80 percent of the van's mileage and 50 percent of its seating capacity are used for AT&T Employees commuting to and from work)
- Parking at the following locations:
 - At or near public transportation that is used for getting to work
 - In a garage or parking lot at or near work
 - At parking meters at or near work

SAVINGS WITH THE AT&T COMMUTER BENEFIT POLICY

In accordance with the Internal Revenue Code (Code), and the enactment of Section 203 of the American Taxpayer Relief Act (ATRA), Pub. L. 112-240, 126 STAT. 2313, through December 31, 2013, up to \$245 of your monthly public transportation or van pool costs can be paid with before-tax deductions. If your monthly costs exceed \$245, the difference will be deducted from your paycheck after taxes are applied.

The following table shows an example of how participating in the Policy can increase your disposable income. However, the amount you could actually save depends on your individual commuting costs.

You can estimate your savings with the Commuter Savings Calculator on the WageWorks Web site at wageworks.com/employee/commuter/calculator.htm.

Example of Potential Savings With the AT&T Commuter Benefit Policy		
Assumptions	With the AT&T Commuter Benefit Policy	Without the AT&T Commuter Benefit Policy
Annual Base Salary	\$40,000	\$40,000
Less Commuter Benefit Deductions (\$85 a month for 12 months)	\$1,020	\$0
Taxable Salary	\$38,980	\$40,000
Less Federal Income Tax (individual tax rate - 25%)	\$9,745	\$10,000
Less Social Security (FICA) Tax (7.65%)	\$2,982	\$3,060

Example of Potential Savings With the AT&T Commuter Benefit Policy		
Assumptions	With the AT&T Commuter Benefit Policy	Without the AT&T Commuter Benefit Policy
Less State Income Tax (5%)	\$1,949	\$2,000
Net Paycheck	\$24,304	\$24,940
Less After-Tax Commuter Expenses	\$0	\$1,020
Annual Available Income	\$24,304	\$23,920
Increase in Annual Available Income	\$384	\$0
<p><i>In this example, by participating in the AT&T Commuter Benefit Policy, you would increase your annual available income by \$384. Instead of paying more taxes, you would have nearly \$400 extra that you can use any way you choose.</i></p> <p><i>Note: Actual savings will vary based on your individual tax situation and on your state tax rate. You may want to consult a tax professional for more information.</i></p>		

Parking expenses, up to \$245 per month, can be paid on a before-tax basis. If your parking costs exceed \$245, the difference will be deducted from your paycheck *after* taxes are applied.

Note: The Internal Revenue Code determines the maximum amount that can be paid on a before-tax basis. Consequently, the amount may change periodically. The current maximum amount allowed should be verified at the WageWorks Web site: wageworks.com.

MAKING YOUR ELECTIONS FOR REIMBURSEMENT

If you take public transportation, a van pool or drive yourself to work and pay to park when you get there, the Policy offers you two convenient methods of before-tax savings from which to choose.

With before-tax money deducted from your paycheck, WageWorks can directly pay your public transportation agency, van pool operator or parking facility, as long as it is listed in the WageWorks catalog. Or, if your method of commuting or your parking facility is not available in the WageWorks catalog, you can make the payment and elect to be reimbursed for that expense.

The following information outlines how to receive reimbursements under either election option:

Option 1: WageWorks Pays Expenses With Before-Tax Payroll Deductions

- Call or visit the WageWorks Web site at wageworks.com and place your commuter order by identifying your type of commuting expense (public transportation, van pool or parking).
- Select or provide the agency or operator of the facility that will receive payment directly from WageWorks.
- WageWorks will then directly pay your agency, operator or facility.

- If applicable, you will receive your parking or transportation pass or voucher in the mail before the month for which you have enrolled.
- You can elect to automatically receive the same benefits each month until you change or cancel your order, or you can make a new election every month.

Option 2: You Pay Expenses and Are Reimbursed With Before-Tax Deductions

- Call or visit the WageWorks Web site at **wageworks.com** and place your commuter order by identifying your type of commuting expense (public transportation, van pool or parking).
- If your agency, operator or facility is not listed as being payable by WageWorks, follow the instructions provided.

*Note: If your public transportation pass is **not** offered via direct payment on the WageWorks Web site, you must call WageWorks to set up a "Pay Me Back" option.*

- Specify your monthly commuting costs. This amount will be deducted from your paycheck before taxes are applied. The amount will be held for reimbursement until you claim it.
 - For your convenience, you can elect to have this amount automatically deducted from your paycheck each month until you change or cancel your order, or you can make a new election every month.
 - After you pay your monthly commuting expenses and submit a claim to WageWorks, you will be reimbursed in your paycheck for the amount that was deducted.
- To receive reimbursement for an out-of-pocket expense or pass, you must submit a claim to WageWorks that certifies that you have paid the monthly costs. Claims must be submitted before 10:59 p.m. Central time on the 10th calendar day of the month in order to be reimbursed the following month. For example:
 - If you submit your claim before 10:59 p.m. Central time on April 10, you will receive your reimbursement in your first paycheck in May.
 - If you submit your claim after 10:59 p.m. Central time on April 10, you will receive your reimbursement in your first paycheck in June. See the "Contact Information" section for information on how to submit a claim.

REFUND POLICY

Commuter Benefits are a before-tax benefit amount, which is only available through payroll deduction for Eligible Employees as defined by the Internal Revenue Service (IRS) and established by AT&T. Appropriate deductions will be made before applicable taxes are calculated. As a result, your taxable income is reduced, as well as your taxable income reflected on your annual W-2 statement. Any Eligible Employee enrolled in payroll deduction who does not wish to participate in the Policy must contact WageWorks and cancel their enrollment. See the "Enrolling, Changing or Canceling Benefits" section for information on how to cancel your enrollment.

Federal regulations require before-tax parking deductions to be paid in advance. Additionally, the IRS mandates that no portion of payments made on a before-tax basis may be refunded. Federal law prohibits refunds of before-tax Qualified Parking deductions. To stop payroll deductions you must do so before the 10th day of the month to the month that you want the before-Tax Parking Fee Deduction to stop. See the “Enrolling, Changing or Canceling Benefits” section for information on how to change your enrollment.

Refunds will only be allowed when an administrative error has occurred by WageWorks or AT&T. In particular, refunds will be denied for the following reasons:

- If you voluntarily choose to discontinue Qualified Parking and do not cancel your enrollment. See the “Enrolling, Changing or Canceling Benefits” section for information on how to cancel your enrollment.
- If you begin a Leave of Absence, or are receiving short-term disability (STD) Benefits pursuant to the terms and conditions of your Participating Company’s disability benefits program and do not cancel your enrollment. See the “Enrolling, Changing or Canceling Benefits” section for information on how to cancel your enrollment.
- If you use Qualified Parking for only part of a month. There is **not** a proration of payments.
- If you separate from the Company for any reason and have unused funds (e.g. parking debit card).

GENERAL PLAN INFORMATION

Amendment or Termination of the Policy

The Policy is adopted with the intention that it will be continued for the benefit of present and future employees of Participating Companies; however, the right is reserved by the Sponsor to terminate, amend, change or modify the Policy retroactively or prospectively, in whole or in part at any time or for any reason, including changes in any and all of the benefits herein provided. Further, any Participating Company may terminate its participation in the Policy at any time and for any reason. The Policy will comply with all requirements of applicable law and will be amended, if necessary, in order to satisfy any such requirements.

If the policy terminates, you will be entitled to the benefits in effect at the time of any event that requires payment of such benefits. Although the Policy may be in effect during your employment or at the time of your retirement, it does not mean that you or any other Employee or beneficiary will have:

- A lifetime right to any benefits under the Policy.
- Eligibility for coverage under any such Policy.
- Guaranteed continuation of any such Policy.
- Coverage at Company expense or based upon a previously identified contribution schedule.

OTHER POLICY INFORMATION

Other Policy Information	
Policy Name	AT&T Commuter Benefit Policy
Policy Sponsor/Employer Identification Number (EIN)	AT&T Inc. P.O. Box 132160 Dallas, TX 75313-2160 210-351-3333 EIN: 43-1301883
Policy Administrator	AT&T Services, Inc. P.O. Box 132160 Dallas, TX 75313-2160 210-351-3333
Name and Address of Employer	Affiliates of AT&T Inc. P.O. Box 132160 Dallas, TX 75313-2160 210-351-3333
Other Administrator(s)	The Plan Administrator AT&T Services, Inc. P.O. Box 132160 Dallas, TX 75313-2160 210-351-3333
Agent for Service of Legal Process	AT&T Services, Inc. P.O. Box 132160 Dallas, TX 75313-2160
Type of Policy	The AT&T Commuter Benefit Policy is not governed by ERISA and therefore is not subject to the regulations of ERISA.
Collectively Bargained Policy	With respect to certain Eligible Employees, the Policy is maintained pursuant to one or more collective bargaining agreements. A copy of the collective bargaining agreement may be obtained by participants and beneficiaries whose rights are governed by such collective bargaining agreement upon written request to the Policy Administrator and also is available for examination by participants and beneficiaries as specified under Department of Labor Regulations Section 2520.104b-30.

CONTACT INFORMATION

Contact Information	
Vendor	
Name	WageWorks
Type	AT&T Commuter Benefits Policy
Services Provided	For Commuter Benefits

	Contact Information
Vendor Contact Numbers	
Contact Numbers Information	877-924-3967
Domestic Telephone Number	877-353-9236 (Claims submission)
Vendor Hours of Operation	
Hours of Operation	Monday through Friday from 7 a.m. to 7 p.m. Central time, excluding holidays. An interactive voice response system is available 24 hours a day, 7 days a week.
Vendor Website	
Website Access Information	wageworks.com
Website	wageworks.com
Vendor Mailing Address	
General Mailing Address	
Domestic	P.O. Box 14053 Lexington, KY 40512
Claims	
Claims Regular	877-353-9236 (Claims submission)
Vendor Fax Number	
Domestic	877-353-9236 (Claims submission)
Vendor Special Instructions	
Instructions	For general questions, to submit a claim for benefits, or to update your home address used by the Program, contact WageWorks.

DEFINITIONS

For purposes of this Policy, the following definitions apply unless the context clearly indicates otherwise:

AT&T Inc. AT&T Inc. or its successor. Sometimes referred to as “Company”.

Bargained Employee. See the “Eligible Employee” section for definition of Bargained Employee.

Company. AT&T Inc. and its subsidiaries and affiliates that are Participating Companies, former Participating Companies, or any successor or successors thereof.

Compensation. Compensation is the wages or salary paid to an Employee by a Participating Company for federal income tax purposes plus elective deferrals (as defined in Code §402(g)(3)) and amounts that are contributed to or deferred by such Employee’s Employer at the election of such Employee that are excluded from the gross income of such Employee pursuant to Code §125, 132(f), 401(k) and 457.

Employee. See the “Eligible Employee” section for definition of Employee.

Leave of Absence. A Leave of Absence is a leave granted pursuant to the terms and conditions of the Employee's Participating Company leave policy, and may be amended from time to time.

Management Employee. See the "Eligible Employee" section for definition of Management Employee.

Participating Company. Any AT&T Company that has elected to participate in the Program subject to approval by the Plan Sponsor.

Policy. The AT&T Commuter Benefit Policy (formerly known as the AT&T Commuter Benefit Program).

Program. The component part of the Plan providing Benefits for Covered Health Services to enrolled eligible individuals under the specified terms and conditions.

APPENDIX A: ELIGIBILITY AND PARTICIPATION MATRIX

	Participating Company Name and Acronym	Employee Group	Bargaining Unit
Population Abbreviation			
ACP - CWA District 4	AT&T Teleholdings, Inc. ACP	Bargained	AT&T Midwest Core Contract - CWA District 4
ACP - IBEW Local 21	AT&T Teleholdings, Inc. ACP	Bargained	IBEW System Counsel T-3 (AT&T Midwest Contract)
ACP - M	AT&T Teleholdings, Inc. ACP	Management	N/A
AIS - CWA District 9	SBC Global Services, Inc. AIS	Bargained	SBC Global Services, Inc. - CWA District 9 (Appendix D to the AT&T West Core Contract - CWA District 9)
AIS - IBEW Local 134	SBC Global Services, Inc. AIS	Bargained	SBC Global Services, Inc. - IBEW Local 134 (Appendix F to the AT&T Midwest Core Contract - IBEW Local 21)
AIS - IBEW Local 21	SBC Global Services, Inc. AIS	Bargained	SBC Global Services, Inc. - IBEW Local 21 (Appendix D to the AT&T Midwest Core Contract - IBEW Local 21)
AIS - IBEW Local 494	SBC Global Services, Inc. AIS	Bargained	SBC Global Services, Inc. - IBEW Local 494 (Appendix G to the AT&T Midwest Core Contract - IBEW Local 21)
AIS - IBEW Local 58	SBC Global Services, Inc. AIS	Bargained	SBC Global Services, Inc. - IBEW Local 58 (Appendix E to the AT&T Midwest Core Contract - IBEW Local 21)
AIS - M	SBC Global Services, Inc. AIS	Management	N/A
AIS - NMNU	SBC Global Services, Inc. AIS	Nonmanagement Nonunion	N/A
AIS COS - CWA District 4	SBC Global Services, Inc. AIS	Bargained	SBC Global Services, Inc., COS - CWA District 4

	Participating Company Name and Acronym	Employee Group	Bargaining Unit
Population Abbreviation			
AIS CPE - CWA District 4	SBC Global Services, Inc. AIS	Bargained	SBC Global Services, Inc. (CPE) - CWA District 4 (Appendix G to the AT&T Midwest Core Contract - CWA District 4)
AKI - IBEW Local 1547	Alascom, Inc. AKI	Bargained	AT&T Alascom, Inc. - IBEW Local 1547
AKI - M	Alascom, Inc. AKI	Management	N/A
AKI - Teamsters Local 959	Alascom, Inc. AKI	Bargained	AT&T Alascom, Inc. - Teamsters Local 959
ASI-AIT - CWA District 4	Ameritech Services, Inc. ASI - AIT	Bargained	AT&T Midwest Core Contract - CWA District 4
ASI-AIT - IBEW Local 21	Ameritech Services, Inc. ASI - AIT	Bargained	IBEW System Counsel T-3 (AT&T Midwest Contract)
ASI-AIT - M	Ameritech Services, Inc. ASI - AIT	Management	N/A
ASI-AIT - NMNU CWA	Ameritech Services, Inc. ASI - AIT	Nonmanagement Nonunion	N/A
ASI-AIT - NMNU IBEW	Ameritech Services, Inc. ASI - AIT	Nonmanagement Nonunion	N/A
BBI - CWA District 3	AT&T Billing Southeast, LLC BBI	Bargained	AT&T Billing Southeast, LLC - CWA District 3
BBI - M	AT&T Billing Southeast, LLC BBI	Management	N/A
BCS - CWA District 3	BellSouth Communication Systems, LLC BCS	Bargained	AT&T Southeast Core Contract - CWA District 3
BCS - M	BellSouth Communication Systems, LLC BCS	Management	N/A

	Participating Company Name and Acronym	Employee Group	Bargaining Unit
Population Abbreviation			
BCS - NMNU	BellSouth Communication Systems, LLC BCS	Nonmanagement Nonunion	N/A
BLD - CWA District 3	BellSouth Long Distance, Inc. BLD	Bargained	AT&T Southeast Core Contract - CWA District 3
BLD - M	BellSouth Long Distance, Inc. BLD	Management	N/A
BSC - CWA District 3	BellSouth Corporation BCS	Bargained	AT&T Southeast Core Contract - CWA District 3
BSC - M	BellSouth Corporation BCS	Management	N/A
BST - CWA District 3	BellSouth Telecommunications, LLC BST	Bargained	AT&T Southeast Core Contract - CWA District 3
BST - M	BellSouth Telecommunications, LLC BST	Management	N/A
BST - SE NMNU	BellSouth Telecommunications, LLC BST	Nonmanagement Nonunion Effective April 1, 2013 all BellSouth NMNUs agreed to become bargained employees, change effective in payroll Aug. 11, 2013.	N/A
BST (IS) - CWA District 3	BellSouth Telecommunications, LLC BST (IS)	Bargained	BellSouth Telecommunications, LLC (Internet Services) - CWA District 3
BST (ND & CA) - District 3	BellSouth Telecommunications, LLC BST (ND & CA)	Bargained	BellSouth Telecommunications, LLC (National Directory & Customer Assistance) - CWA District 3

	Participating Company Name and Acronym	Employee Group	Bargaining Unit
Population Abbreviation			
BST (UO) - District 3	BellSouth Telecommunications, LLC BST (UO)	Bargained	BellSouth Telecommunications, LLC (Utility Operations) - CWA District 3
CINAIO - M	Aio Wireless LLC CINAIO	Management Effective Dec. 2013 employees transferred to this entity.	N/A
CINSRV - CWA District 3	AT&T Mobility Puerto Rico Inc. CINSRV	Bargained	AT&T Mobility Puerto Rico Inc. - CWA District 3 (Green Contract)
CINSRV - M	AT&T Mobility Puerto Rico Inc. CINSRV	Management	N/A
CINSRV - NMNU	AT&T Mobility Puerto Rico Inc. CINSRV	Nonmanagement Nonunion	N/A
CINW - CWA District 3	AT&T Mobility Services LLC CINW	Bargained	AT&T Mobility Services LLC - CWA District 3 (Black Contract)
CINW - CWA District 6	AT&T Mobility Services LLC CINW	Bargained	AT&T Mobility Services LLC - CWA District 6 (Purple Contract)
CINW - CWA Districts 1, 2, 4, 7, 9, 13	AT&T Mobility Services LLC CINW	Bargained	AT&T Mobility Services LLC - CWA Districts 1, 2, 4, 7, 9, 13 (Orange Contract)
CINW - IBEW Local 1547	AT&T Mobility Services LLC CINW	Bargained	AT&T Mobility Services LLC - IBEW Local 1547 (Blue Contract)
CINW - M	AT&T Mobility Services LLC CINW	Management	N/A
CINW - NMNU	AT&T Mobility Services LLC CINW	Nonmanagement Nonunion	N/A

	Participating Company Name and Acronym	Employee Group	Bargaining Unit
Population Abbreviation			
CRD - M	AT&T Capital Services, Inc. CRD	Management	N/A
ILB - CWA District 4	Illinois Bell Telephone Company ILB	Bargained	AT&T Midwest Core Contract - CWA District 4
ILB - IBEW Local 21	Illinois Bell Telephone Company ILB	Bargained	IBEW System Counsel T-3 (AT&T Midwest Contract)
ILB - M	Illinois Bell Telephone Company ILB	Management	N/A
ILB - NMNU	Illinois Bell Telephone Company ILB	Nonmanagement Nonunion	N/A
INB - CWA District 4	Indiana Bell Telephone Company, Incorporated INB	Bargained	AT&T Midwest Core Contract - CWA District 4
INB - IBEW Local 21	Indiana Bell Telephone Company, Incorporated INB	Bargained	IBEW System Counsel T-3 (AT&T Midwest Contract)
INB - M	Indiana Bell Telephone Company, Incorporated INB	Management	N/A
INB - NMNU	Indiana Bell Telephone Company, Incorporated INB	Nonmanagement Nonunion	N/A
MIB - CWA District 4	Michigan Bell Telephone Company MIB	Bargained	AT&T Midwest Core Contract - CWA District 4
MIB - M	Michigan Bell Telephone Company MIB	Management	N/A

	Participating Company Name and Acronym	Employee Group	Bargaining Unit
Population Abbreviation			
MIB - NMNU	Michigan Bell Telephone Company MIB	Nonmanagement Nonunion	N/A
NB - CWA District 9	Nevada Bell Telephone Company NB	Bargained	AT&T West Core Contract - CWA District 9
NB - M	Nevada Bell Telephone Company NB	Management	N/A
OHB - CWA District 4	The Ohio Bell Telephone Company OHB	Bargained	AT&T Midwest Core Contract - CWA District 4
OHB - M	The Ohio Bell Telephone Company OHB	Management	N/A
OHB - NMNU	The Ohio Bell Telephone Company OHB	Nonmanagement Nonunion	N/A
PB - CWA District 9	Pacific Bell Telephone Company PB	Bargained	AT&T West Core Contract - CWA District 9
PB - IBEW Local 1269	Pacific Bell Telephone Company PB	Bargained	Pacific Bell Telephone Company - IBEW Local 1269
PB - M	Pacific Bell Telephone Company PB	Management	N/A
PB - NMNU	Pacific Bell Telephone Company PB	Nonmanagement Nonunion	N/A
SBCI - M	AT&T International, Inc. SBCI	Management	N/A
SBCI-MSI - M	AT&T Mexico, LLC SBCI - MSI	Management	N/A

	Participating Company Name and Acronym	Employee Group	Bargaining Unit
Population Abbreviation			
SBC-MSI - M	AT&T Management Services, L.P. SBC - MSI	Management	N/A
SBCSI - CWA	AT&T Services, Inc. SBCSI	Bargained	AT&T Corp. Core Contract - CWA
SBCSI - CWA District 1	AT&T Services, Inc. SBCSI	Bargained	AT&T East Core Contract - CWA District 1
SBCSI - CWA District 3	AT&T Services, Inc. SBCSI	Bargained	AT&T Southeast Core Contract - CWA District 3
SBCSI - CWA District 4	AT&T Services, Inc. SBCSI	Bargained	AT&T Midwest Core Contract - CWA District 4
SBCSI - CWA District 6	AT&T Services, Inc. SBCSI	Bargained	AT&T Southwest Core Contract - CWA District 6
SBCSI - CWA District 9	AT&T Services, Inc. SBCSI	Bargained	AT&T West Core Contract - CWA District 9
SBCSI - CWA District 9 (SBLD)	AT&T Services, Inc. SBCSI	Bargained	AT&T Services, Inc. - CWA District 9 (SBLD)
SBCSI - IBEW	AT&T Services, Inc. SBCSI	Bargained	IBEW System Counsel T-3 (AT&T Corp. National Contract)
SBCSI - IBEW Local 21 (Core)	AT&T Services, Inc. SBCSI	Bargained	IBEW System Counsel T-3 (AT&T Midwest Contract)
SBCSI - M	AT&T Services, Inc. SBCSI	Management	N/A
SBCSI - NMNU Legacy T	AT&T Services, Inc. SBCSI	Nonmanagement Nonunion	N/A
SBCSI - NMNU MW CWA	AT&T Services, Inc. SBCSI	Nonmanagement Nonunion	N/A
SBCSI - NMNU MW IBEW	AT&T Services, Inc. SBCSI	Nonmanagement Nonunion	N/A
SBCSI - NMNU SW CWA	AT&T Services, Inc. SBCSI	Nonmanagement Nonunion	N/A

	Participating Company Name and Acronym	Employee Group	Bargaining Unit
Population Abbreviation			
SBCSI - NMNU West CWA	AT&T Services, Inc. SBCSI	Nonmanagement Nonunion	N/A
SBCSI Tier 1 - CWA	AT&T Services, Inc. SBCSI	Bargained	AT&T Services, Inc., National Internet Contract - Tier 1 - CWA
SBCSI Tier 2 - CWA	AT&T Services, Inc. SBCSI	Bargained	AT&T Services, Inc., National Internet Contract - Tier 2 - CWA
SBLD - IBEW Local 21	SBC Long Distance, LLC SBLD	Bargained	IBEW System Counsel T-3 (AT&T Midwest Contract)
SBLD - M	SBC Long Distance, LLC SBLD	Management	N/A
SBLD - NMNU	SBC Long Distance, LLC SBLD	Nonmanagement Nonunion	N/A
SMSI - CWA District 6	AT&T Messaging, LLC SMSI	Bargained	AT&T Messaging, LLC - CWA District 6
SMSI - M	AT&T Messaging, LLC SMSI	Management	N/A
SNEAM - CWA District 1	SNET America, Inc. SNEAM	Bargained	AT&T East Core Contract - CWA District 1
SNEAM - M	SNET America, Inc. SNEAM	Management	N/A
SNET - CWA District 1	The Southern New England Telephone Company SNET	Bargained	AT&T East Core Contract - CWA District 1
SNET - M	The Southern New England Telephone Company SNET	Management	N/A
SNET - NMNU	The Southern New England Telephone Company SNET	Nonmanagement Nonunion	N/A

	Participating Company Name and Acronym	Employee Group	Bargaining Unit
Population Abbreviation			
STG - Local 121C and Local 540M	Stevens Graphics, Inc. STG	Bargained	Stevens Graphics, Inc. - Local 121C and Local 540M
STG - M	Stevens Graphics, Inc. STG	Management	N/A
SWBT - CWA District 6	Southwestern Bell Telephone Company SWBT	Bargained	AT&T Southwest Core Contract - CWA District 6
SWBT - M	Southwestern Bell Telephone Company SWBT	Management	N/A
SWBT - NMNU	Southwestern Bell Telephone Company SWBT	Nonmanagement Nonunion	N/A
TCAR - M	TCG of The Carolinas, Inc. TCAR	Management	N/A
TCORP - CWA	AT&T Corp. TCORP	Bargained	AT&T Corp. Core Contract - CWA
TCORP - CWA District 1 (SNEDG)	AT&T Corp. TCORP	Bargained	AT&T East Core Contract - CWA District 1 (SNEDG)
TCORP - IBEW	AT&T Corp. TCORP	Bargained	IBEW System Counsel T-3 (AT&T Corp. National Contract)
TCORP - M	AT&T Corp. TCORP	Management	N/A
TCORP - NMNU	AT&T Corp. TCORP	Nonmanagement Nonunion	N/A
TGCS - M	AT&T Global Communication Services, Inc. TGCS	Management	N/A

	Participating Company Name and Acronym	Employee Group	Bargaining Unit
Population Abbreviation			
TGCS - NMNU	AT&T Global Communication Services, Inc. TGCS	Nonmanagement Nonunion	N/A
TGSI - M	AT&T Government Solutions, Inc. TGSI	Management	N/A
TNPM - M	AT&T Network Procurement Management LLC TNPM	Management	N/A
TNY - M	Teleport Communications New York TNY	Management	N/A
TPR - CWA District 3	AT&T of Puerto Rico, Inc. TPR	Bargained	AT&T of Puerto Rico, Inc. - CWA District 3
TPR - M	AT&T of Puerto Rico, Inc. TPR	Management	N/A
TPR - NMNU	AT&T of Puerto Rico, Inc. TPR	Nonmanagement Nonunion	N/A
TSC - CWA	AT&T Support Services Company Inc. TSC	Bargained	AT&T Corp. Core Contract - CWA
TSC - IBEW	AT&T Support Services Company Inc. TSC	Bargained	IBEW System Counsel T-3 (AT&T Corp. National Contract)
TSC - M	AT&T Support Services Company Inc. TSC	Management	N/A

	Participating Company Name and Acronym	Employee Group	Bargaining Unit
Population Abbreviation			
TSRVC - CWA	Teleport Communications America, LLC TSRVC	Bargained	AT&T Corp. Core Contract - CWA
TSRVC - IBEW	Teleport Communications America, LLC TSRVC	Bargained	IBEW System Counsel T-3 (AT&T Corp. National Contract)
TSRVC - M	Teleport Communications America, LLC TSRVC	Management	N/A
TSRVC - NMNU	Teleport Communications America, LLC TSRVC	Nonmanagement Nonunion	N/A
TSYS - M	TC Systems, Inc. TSYS	Management	N/A
TTSC - M	AT&T Technical Services Company, Inc. TTSC	Management	N/A
TVI - M	AT&T of the Virgin Islands, Inc. TVI	Management	N/A
TVI - NMNU	AT&T of the Virgin Islands, Inc. TVI	Nonmanagement Nonunion	N/A
TWPS - M	AT&T World Personnel Services, Inc. TWPS	Management	N/A
WIB - CWA District 4	Wisconsin Bell, Inc. WIB	Bargained	AT&T Midwest Core Contract - CWA District 4
WIB - M	Wisconsin Bell, Inc. WIB	Management	N/A

	Participating Company Name and Acronym	Employee Group	Bargaining Unit
Population Abbreviation			
WIB - NMNU	Wisconsin Bell, Inc. WIB	Nonmanagement Nonunion	N/A