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July 16, 2020

Richard Honeycutt  
Vice President  
Communications Workers of America – District 3  
3516 Covington Highway  
Decatur, GA 30032

Dear Richard:

In accordance with the signed MOA effective June 5, 2020, the Company will offer certain Wire Technicians, as listed below, an opportunity to express an interest in leaving the payroll voluntarily with a payment equivalent to what the employee would be eligible for had they been involuntarily laid off per the provisions of Section 6.04 of the Network Addendum for U-Verse Field Operations, plus an additional \$5,000 (net of applicable withholding taxes).

The offer at the various garages will be limited to those employees who perform either IP work and report up to Jenifer Robertson (EVP-Chief Customer Officer-AT&T Consumer) or DTV work and report up to Rick Welday (EVP and GM-Broadband and Video). While all employees hold the title of Wire Technician, for ease of reference the "Group" column of the report identifies these group as follows:

- Wire Technician – DTV Work Group
- Wire Technician – IP Work Group

Attached are employee lists for each garage listed below. The planned date for separations is August 13, 2020.

Eligible employees will receive the offer via an email notification that is scheduled for distribution today, July 16, 2020, at 8:00 a.m. eastern time. The email, Irrevocable Acceptance Form and Q&As are attached.

The completed form should be returned via email to [severance\\_ops@mailil.custhelp.com](mailto:severance_ops@mailil.custhelp.com) by 5:00 p.m. CST on Wednesday, July 22, 2020.

Please let me know if you have any questions.

Sincerely,

Attachments

**SE Wire Technician  
Voluntary Severance Premium Offer**

<b>Title</b>	<b>Work Group</b>	<b>Location</b>	<b>City</b>	<b>State</b>	<b>Displacement Date</b>	<b># of Volunteer Opportunities</b>
Wire Technician	DTV	115 8 <sup>th</sup> St S	Clanton	AL	August 13, 2020	1
Wire Technician	DTV	2001 Main St	Daphne	AL	August 13, 2020	3
Wire Technician	IP	2001 Main St	Daphne	AL	August 13, 2020	1
Wire Technician	DTV	525 Legacy Blvd	Eastaboga	AL	August 13, 2020	1
Wire Technician	DTV	205 3 <sup>rd</sup> St NE	Graysville	AL	August 13, 2020	3
Wire Technician	DTV	1905 Hwy 78 W	Jasper	AL	August 13, 2020	2
Wire Technician	DTV	1937 Wolf Ridge Road	Mobile	AL	August 13, 2020	1
Wire Technician	IP	301 Schillinger Rd N	Mobile	AL	August 13, 2020	1
Wire Technician	IP	3949 Demetropolis RD	Mobile	AL	August 13, 2020	1
Wire Technician	IP	1801 Airport RD	Opelika	AL	August 13, 2020	1
Wire Technician	IP	3107 S Railroad ST	Phenix City	AL	August 13, 2020	1
Wire Technician	DTV	1325 39 <sup>th</sup> Ave E	Tuscaloosa	AL	August 13, 2020	3
Wire Technician	DTV	409 Milly Francis St	Wetumpka	AL	August 13, 2020	2
Wire Technician	IP	1120 S Rogers Cir	Boca Raton	FL	August 13, 2020	2
Wire Technician	DTV	1100 N Highway 29	Cantonment	FL	August 13, 2020	5
Wire Technician	IP	517 Hughlett Ave	Cocoa	FL	August 13, 2020	1
Wire Technician	IP	268 N Ridgewood Ave	Daytona Beach	FL	August 13, 2020	3
Wire Technician	IP	780 S Deerfield Ave @ Workcent	Deerfield Beach	FL	August 13, 2020	4
Wire Technician	IP	490 Old Daytona Rd	Deland	FL	August 13, 2020	6
Wire Technician	IP	6037 W Atlantic Ave	Delray Beach	FL	August 13, 2020	1
Wire Technician	IP	201 SW 14 <sup>th</sup> St	Fort Lauderdale	FL	August 13, 2020	4
Wire Technician	IP	3499 NW 53 <sup>rd</sup> St	Fort Lauderdale	FL	August 13, 2020	10
Wire Technician	IP	3402 Enterprise Rd	Fort Pierce	FL	August 13, 2020	4
Wire Technician	IP	2180 NW 2 <sup>nd</sup> St @ Rear	Gainesville	FL	August 13, 2020	2
Wire Technician	IP	5306 Gulf Breeze Pkwy	Gulf Breeze	FL	August 13, 2020	2
Wire Technician	IP	14475 SW 264 <sup>th</sup> St	Homestead	FL	August 13, 2020	10
Wire Technician	IP	1001 St Johns Bluff Rd N	Jacksonville	FL	August 13, 2020	2
Wire Technician	IP	11700 Philips Hwy	Jacksonville	FL	August 13, 2020	1
Wire Technician	IP	1844 Cassat Ave	Jacksonville	FL	August 13, 2020	3
Wire Technician	IP	7553 Atlantic Blvd	Jacksonville	FL	August 13, 2020	2
Wire Technician	IP	9209 Haydon Rd @ WorkCenter	Jacksonville	FL	August 13, 2020	1
Wire Technician	IP	740 Greeland Ave	Jacksonville	FL	August 13, 2020	1
Wire Technician	IP	1541 N Old Dixie Hwy	Jupiter	FL	August 13, 2020	3
Wire Technician	DTV	582 SE Cord 52	Lake City	FL	August 13, 2020	1
Wire Technician	IP	500 Technology Pk	Lake Mary	FL	August 13, 2020	6
Wire Technician	IP	120 N K St	Lake Worth	FL	August 13, 2020	3
Wire Technician	IP	7747 Ellis Rd	Melbourne	FL	August 13, 2020	4
Wire Technician	IP	12800 SW 56 <sup>th</sup> St	Miami	FL	August 13, 2020	5
Wire Technician	IP	19251 W Dixie Hwy	Miami	FL	August 13, 2020	2
Wire Technician	IP	2105 W Flagler St	Miami	FL	August 13, 2020	3
Wire Technician	IP	9090 NW 41 <sup>st</sup> St	Miami	FL	August 13, 2020	15

Title	Work Group	Location	City	State	Displacement Date	# of Volunteer Opportunities
Wire Technician	IP	1440 Michigan Ave	Miami Beach	FL	August 13, 2020	1
Wire Technician	IP	6689 Magnolia St	Milton	FL	August 13, 2020	2
Wire Technician	IP	13305 NW 45 <sup>th</sup> Ave	Opa Locka	FL	August 13, 2020	8
Wire Technician	IP	74 College Dr @ (WorkCenter)	Orange Park	FL	August 13, 2020	5
Wire Technician	IP	12150 Research Pkwy	Orlando	FL	August 13, 2020	10
Wire Technician	IP	1501 S Semoran Blvd	Orlando	FL	August 13, 2020	4
Wire Technician	IP	520 Kerry Dr	Orlando	FL	August 13, 2020	26
Wire Technician	IP	1227 S Division Ave	Orlando	FL	August 13, 2020	1
Wire Technician	IP	6621 S orange Ave	Orlando	FL	August 13, 2020	4
Wire Technician	IP	4640 Lipscomb St NE	Palm Bay	FL	August 13, 2020	2
Wire Technician	IP	315 Old Moody Blvd	Palm Coast	FL	August 13, 2020	3
Wire Technician	IP	13900 Pines Blvd	Pembroke Pines	FL	August 13, 2020	3
Wire Technician	IP	3400 Martin Luther King	Pensacola	FL	August 13, 2020	3
Wire Technician	IP	1500 Herbert St	Port Orange	FL	August 13, 2020	2
Wire Technician	IP	3681 Dr Martin Luther King Jr	Riviera Beach	FL	August 13, 2020	11
Wire Technician	DTV	4016 NW Passage	Tallahassee	FL	August 13, 2020	6
Wire Technician	IP	700 N Dixie Ave	Titusville	FL	August 13, 2020	3
Wire Technician	IP	3600 Aviation Blvd	Vero Beach	FL	August 13, 2020	8
Wire Technician	IP	400 E Broughton St	Bainbridge	GA	August 13, 2020	1
Wire Technician	IP	800 Q St	Brunswick	GA	August 13, 2020	2
Wire Technician	DTV	2424 Williams Rd	Columbus	GA	August 13, 2020	1
Wire Technician	DTV	3741 Coleman Ave	Valdosta	GA	August 13, 2020	1
Wire Technician	IP	3741 Coleman Rd N	Valdosta	GA	August 13, 2020	1
Wire Technician	IP	1307 Tebeau St	Waycross	GA	August 13, 2020	1
Wire Technician	DTV	1061 Lovers Ln	Bowling Green	KY	August 13, 2020	1
Wire Technician	IP	205 Whitney Ave	Louisville	KY	August 13, 2020	1
Wire Technician	IP	411 Evergreen Rd	Louisville	KY	August 13, 2020	1
Wire Technician	IP	623 S 26 <sup>th</sup> St	Louisville	KY	August 13, 2020	1
Wire Technician	IP	9501 Dixie Hwy	Louisville	KY	August 13, 2020	2
Wire Technician	IP	1114 Judge Sekul Ave	Biloxi	MS	August 13, 2020	1
Wire Technician	IP	101 Lee St	Collins	MS	August 13, 2020	1
Wire Technician	IP	3260 H Ave	Gulfport	MS	August 13, 2020	2
Wire Technician	IP	16521 Hwy 53	Gulfport	MS	August 13, 2020	1
Wire Technician	IP	1305 W 7 <sup>th</sup> St	Hattiesburg	MS	August 13, 2020	5
Wire Technician	IP	55 Cedars Rd	Vicksburg	MS	August 13, 2020	3
Wire Technician	IP	24 O'Henry Ave	Asheville	NC	August 13, 2020	4
Wire Technician	IP	16 Cornell St	Asheville	NC	August 13, 2020	7
Wire Technician	IP	13719 Erwin Rd	Charlotte	NC	August 13, 2020	1
Wire Technician	IP	4641 South Blvd	Charlotte	NC	August 13, 2020	2
Wire Technician	IP	8430 N Tryon St	Charlotte	NC	August 13, 2020	1
Wire Technician	IP	9139 Research Dr @ (CO)	Charlotte	NC	August 13, 2020	10
Wire Technician	IP	553 Withrow Rd	Forest City	NC	August 13, 2020	5
Wire Technician	IP	3129 Flagstone Dr	Greensboro	NC	August 13, 2020	6

<b>Title</b>	<b>Work Group</b>	<b>Location</b>	<b>City</b>	<b>State</b>	<b>Displacement Date</b>	<b># of Volunteer Opportunities</b>
Wire Technician	IP	5723 Inman Rd	Greensboro	NC	August 13, 2020	3
Wire Technician	IP	500 Duncan Hill Rd	Hendersonville	NC	August 13, 2020	2
Wire Technician	IP	11481 Andrew Jackson Hwy	Laurinburg	NC	August 13, 2020	1
Wire Technician	IP	510 Nuway Cir	Lenoir	NC	August 13, 2020	1
Wire Technician	IP	237 Sigmon Rd	Lincolnton	NC	August 13, 2020	3
Wire Technician	IP	1501 Godwin Ave	Lumberton	NC	August 13, 2020	1
Wire Technician	IP	524 Grooms Rd	Reidsville	NC	August 13, 2020	3
Wire Technician	IP	625 Industrial Ave	Salisbury	NC	August 13, 2020	1
Wire Technician	IP	412 Neisler St	Shelby	NC	August 13, 2020	1
Wire Technician	IP	800 Robie St	Winston Salem	NC	August 13, 2020	3
Wire Technician	IP	1603 West Evans St	Florence	SC	August 13, 2020	1
Wire Technician	IP	1117 Swift Creek	Hartsville	SC	August 13, 2020	2
Wire Technician	IP	513 Kings Mountain	York	SC	August 13, 2020	3
Wire Technician	DTV	114 Refreshment Ln SW @ (BLDG)	Cleveland	TN	August 13, 2020	5
Wire Technician	DTV	757 Armstrong LN	Columbia	TN	August 13, 2020	2
Wire Technician	DTV	440 N Belvedere DR	Gallatin	TN	August 13, 2020	1
Wire Technician	DTV	1535 Heil Quaker Blvd	Lavergne	TN	August 13, 2020	1
Wire Technician	DTV	200 Mitchell Blvd	Tullahoma	TN	August 13, 2020	3