

MEMORANDUM OF AGREEMENT
VOLUNTARY SPECIAL SEVERANCE

This Memorandum of Agreement is entered into between Communications Workers of America ("CWA" or the "Union") and BellSouth Telecommunications, LLC, AT&T Services, Inc., AT&T Enterprises, LLC, and AT&T Billing Southeast, LLC (collectively "AT&T Southeast", "Company", or "Management"), and shall be effective when signed by both parties through April 30, 2026, unless otherwise mutually agreed in writing by the parties.

Due to extraordinary circumstances in the Core Network Infrastructure Operations business unit ("CNIO", currently led by VP Will Schutts), the Company will offer select Digital Technicians 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 taken Voluntary SIPP/ESIPP per the Payment Table (8.03A3a), plus an additional \$50,000 less applicable withholding taxes and deductions ("Special Severance"). This Special Severance is not a SIPP/ESIPP offer, and employees whose acceptance of an offer is approved are not entitled to SIPP/ESIPP or any associated treatment or benefits.

The process of offering, accepting, and receiving approval for the Special Severance is as follows:

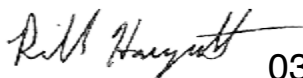
1. Only employees holding the titles listed above within the CNIO business unit (including employees who are currently active on payroll, or on a military leave of absence, or on approved Short-Term Disability) and who work in the bargaining unit covered by the August 2024 collective bargaining agreement between CWA and the Company (2024 AT&T SE Labor Agreement) are eligible to be considered for a Special Severance under this Memorandum of Agreement ("MOA").
2. The Company may offer a Special Severance to any employee who meets the eligibility criteria specified in this MOA but is not obligated to make any Special Severance offers or approve the acceptance of any Special Severance offers that are not needed to satisfy the desired headcount reductions identified in Attachment 1. Moreover, the Company is not required to make any Special Severance offers or approve the acceptance of any such offers to dedicated technicians, but may choose to make and/or approve such offers to dedicated technicians if needed to address the desired headcount reductions. Even after a Special Severance offer is accepted, the Company has no obligation to honor that offer until the Company approves the accepted offer as provided in this MOA.
3. On a date it determines, the Company will make Special Severance offers to employees eligible for such offers under this MOA in exchanges with garages listed in Attachment 1 ("Primary Exchanges") as well exchanges within 35 miles of a Primary Exchange ("Secondary Exchanges").


4. Employees to whom a Special Severance offer is made will have seven (7) calendar days from the date the offer is tendered (not received) to accept or decline the offer. Acceptance of a Special Severance offer will be irrevocable. Employees who do not respond to a Special Severance offer by this deadline will be considered to have declined the offer.
5. Employees who accept a Special Severance offer will be approved for a Special Severance in seniority order in the Primary Exchange. If necessary to address the desired headcount reductions, approvals may then be made in seniority order in Secondary Exchanges until the desired headcount reduction numbers identified in Attachment 1 are reached. The Company, at its discretion, may approve more offers than needed to achieve the desired headcount reductions identified in Attachment 1, but must do so in seniority order. If the desired headcount reductions are still not achieved, the Company may elect to approve Special Severance acceptances from dedicated technicians, at its discretion.
6. Technicians whose Special Severance acceptances are approved shall go off payroll on a date determined by the Company, but no later than April 30, 2026.
7. Payment in lieu of any unused vacation shall be in accordance with Article 5.09A3 of the 2024 AT&T SE Labor Agreement.

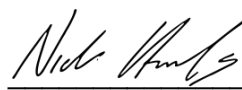
The parties acknowledge this MOA is not precedent setting and shall not be admissible in any grievance, arbitration or legal proceeding except as necessary to enforce the terms of this MOA. Further, nothing in this MOA, or any offer, approval, or bypass relating in any way to this MOA, shall be subject to arbitration.


FOR THE UNION:

FOR THE COMPANY:


 _____ 03/27/2026
 Richard Honeycutt Date
 Vice President, CWA District 3


 _____ 3/27/2026
 Mike Keith Date
 Vice President, AT&T Labor
 Relations


 _____ 03/27/2026
 Nick Hawkins Date
 Assistant to VP, CWA District 3


 _____ 3/27/2026
 Chad Perras Date
 Assistant Vice President, AT&T Labor
 Relations