

Memorandum of Agreement Benefits – Appendix D

The means for fulfilling the terms of this Agreement may be the Company's adoption of its own plans and associated plan documents or participation in equivalent plans having plan documents 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.

For purposes of this Agreement:

- The term "Employees" for purposes of this Agreement refers solely to employees employed in a job title under Appendix D and is limited to those employee classifications specifically eligible for each benefit type as specified in the 2016 Collective Bargaining Agreement (CBA).

1. HEALTH AND WELFARE BENEFIT PLANS

Effective on the date the 2016 CBA is ratified pursuant to the terms of such agreement ("Ratification Date"), active Employees shall continue to receive the same benefits as those received by active employees covered under the 2016 National Internet Contract by and between Communications Workers of America and AT&T Internet Services, Inc., and successive contracts to the 2016 National Internet Contract.

2. PENSION AND SAVINGS BENEFIT PLANS

Except as provided below, Employees shall continue to participate in the following pension benefit plans, programs, and policies on the same terms and conditions which were in effect on April 9, 2016.

- Bargained Cash Balance Program of the AT&T Pension Benefit Plan (the “BCB Program”) for Employees hired/rehired or transferred on or before December 31, 2013.
- Bargained Cash Balance Program #2 of the AT&T Pension Benefit Plan (the “BCB2 Program”) for Employees hired/rehired or transferred on or after January 1, 2014.
- AT&T Retirement Savings Plan

3. BENEFIT RULES FOR MOVEMENT OF EMPLOYEES AND RECLASSIFICATION OF EMPLOYEES

- A. General Provision. Any individual who moves after the Ratification Date from a non-Appendix D job title to an Appendix D job title will be treated, for benefit plan purposes, like a newly hired Employee in Appendix D as of the date of such transfer, except where the circumstances of the move are specifically accounted for in one of the following paragraphs.
- B. Transfers into Appendix D. Any individual (i) who voluntarily transfers into an Appendix D job title from an Appendix A job title under the 2016 West Core CWA CBA or (ii) who voluntarily transfers pursuant to the National Transfer Plan to an Appendix D job title from any job title under one of the Core CWA CBAs into a job title under Appendix D, will have his or her hire/rehire/transfer date in Appendix D, for benefit plan purposes, remain equal to his or her most recent hire/rehire/transfer date in the contract from which he or she transferred.
- C. Treatment of Surplus Appendix D Employees
- Definition of Surplus Appendix D Employee:* A “Surplus Appendix D Employee” means an individual who was being treated as a Current Employee, as such term is defined in Appendix A of the 2016 West Core CWA CBA, with respect to benefits under Appendix A of the 2016 West Core CWA CBA and who was transferred or transfers during the term of this Agreement to an Appendix D job title pursuant to the Force Adjustment Surplus Process from such job title under Appendix A of the 2009/2012/2016 West Core CWA CBA.

- ii. *Applicable Benefit Plans:* A Surplus Appendix D Employee will be eligible to participate in the same plans, policies and provisions on the same terms and conditions as will be provided to Current Employees, as such term is defined in Appendix A of the 2016 West Core CWA CBA, working in Appendix A under the 2016 West Core CWA CBA.

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2016 Collective Bargaining Agreement*

Applies to:

<i>Pacific Bell Telephone Company (Except Appendix E)</i>	___	<i>SBC Global Services, Inc.</i>	___ <u>X</u>
<i>Nevada Bell Telephone Company (Except Appendix E)</i>	___	<i>Appendix E</i>	___
<i>AT&T Services, Inc.</i>	___		

Communications Workers of America

AT&T West

Agreed: *Ellen West*
 Ellen West
 Area Director - CWA

Agreed: *Jon Irelan*
 Jon Irelan
 Director – Labor Relations

Date: *10-14-2017*

Date: *9/14/2017*