

**Memorandum of Agreement  
Presidential Council**

The CWA and the company enjoy a strong historic relationship as partners on many issues. In recognition of the parties' desire to continue to foster meaningful dialogue on matters of mutual interest, the Company and CWA agree to establish a Presidential Council to discuss such matters.

The Council commits to meet semiannually to continue this relationship. The parties agree to utilize this Council to engage in substantive discussions and exchange information concerning the ongoing state of the company and the union, the economy, federal and state political issues, and other concerns of both parties. Those attending this Council will include leaders of the Company and CWA. It is the Company's intent to have the appropriate senior business unit leaders in attendance if their schedules so permit.

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

**Communications Workers of America**

**AT&T West**

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

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

Date: *10-14-2017*

Date: *9/14/2017*