

**Memorandum of Agreement
Horizons**

The Companies and the Union agree to continue the jointly administered Training/Retraining Programs also known as Horizons. Horizons will continue to be part of the Employee Career Development Programs and will continue to be administered by the Training/Retraining Working Committees pursuant to Sections 2.02 and 2.03 of the current contract. The Companies will make funding of up to \$2.69 million dollars available for Horizons each year of the contract.

The Training/Retraining Working Committee's ongoing administrative responsibilities include:

- Determining Horizons practices such as but not limited to, training cost prepayment, reimbursement to employees and former employees, approval of all courses, approval of all vendors, and payment of the committee members from the Horizons funding for time spent administering the program;
- Arranging for any necessary services to support administration of Horizons. Services may be provided by the Companies or outside vendors, but in either event the services will be charged to the funding.

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&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*

Horizons

A	Funding per Employee from Previous Round	\$169.94	
B	Employees Today	15,855	As of 2/1/2016
C	2016 Total Funding	\$2,694,399	=A times B
D	Rounded	\$2,694,000	