

**Memorandum of Agreement
Incentive for Surplus Patel Oakland Order Writers**

This Memorandum of Agreement confirms our understanding regarding the Order Writers listed on Attachment A. The Order Writers listed on Attachment A were declared surplus on November 23, 2015. The Order Writers were originally in the Wittrock Presidential entity. Currently the Order Writers listed in Attachment A are in the Patel Presidential entity.

The employees listed on Attachment A are all located in Oakland, CA, and will be offered Enhanced Surplus Benefit (ESB) pursuant to MOA 13-20, plus an added incentive of Twenty-Five Thousand Dollars (\$25,000) as a one-time incentive to Option One ESRO or Option Two Severance to leave the business.

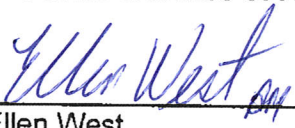
ESB will be offered by November 14, 2017. The \$25,000 incentive will be paid as soon as administratively feasible following the close of the ESB window.

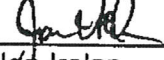
This Agreement will not be subject to citation in any other cases, including but not limited to future grievances, arbitrations, or mediation between the parties. The Companies and the Union agree that they will not use this Agreement for any purpose or in any proceeding between the parties except to resolve disputes concerning this Agreement.

Effective date/language:	With Signature
Termination date/language:	December 31, 2017
Coverage:	Surplus Order Writers – Oakland, CA See Attachment A

Communications Workers of America

AT&T West

Agreed: 
Ellen West
Area Director - CWA

Agreed: 
Jon Ireland
Director – Labor Relations

Date: 11/3/17

Date: 11/3/17

**Attachment A – Patel/Barton/Garcia/Sellers – Mobility and Consumer Operations
Order Writers, 2150 Webster Street, Oakland, CA**

NCS **Name**

2/2/98 Tan, Tiffany
2/2/98 Winterstein, Maria
2/23/98 Chin, Bofia
3/9/98 Junsay, Rowena
5/11/98 Carter, Miesha
7/3/98 Sebastian, Tieisha
7/16/98 Wright, Jetea
1/14/97 Gillenwater, Angelita
5/10/97 Perry, Rita
10/9/96 Crawford, Charlene
1/9/95 Wishom, Constance
6/26/89 Palacio, Christopher
12/29/90 Lopez, Jamison