

To: Bargained for employees covered by the Success Sharing Plan, and their supervisors

Details about the 2024 Success Sharing Plan (SSP) award

As a bargained for employee covered by a Success Sharing Plan (SSP), you may be eligible for the 2024 SSP award.

Eligible employees can expect to see the 2024 SSP award on the November 22, 2024, paycheck.

Specific details about eligibility for SSP can be found in your collective bargaining agreement hosted on the DIRECTV Employee Portal > Quick Actions: Policies & Resources (A-Z) > [Labor Agreements](#).

Each eligible employee receives an award of 150 Success Units annually, which are multiplied by the increase in the AT&T stock price during the award year, plus dividends declared during that same period.

The closing AT&T stock price on September 30, 2024, marked the end of the 2024 SSP Award Year. The stock price closed at \$22.00 which is \$7.33 higher than the closing price of \$14.67 on October 2, 2023 at the beginning of the Award Year. As a result, there is a \$7.33 per unit increase for a payout of \$1,099.50 for the stock price appreciation component of the SSP for this award year.

Additionally, SSP includes a dividend equivalent component for AT&T dividends declared during the Award Year. The dividends were declared at \$0.2775 per share.

SSP Per Employee Payout Calculation

150 Success Units X (\$0.2775 dividend declaration X 4 quarters) = \$166.50

Total SSP payment \$1,099.50 + \$166.50 = \$1,266.00

If you require additional assistance, please contact your supervisor or the DIRECTV Employee Service Center at [866-DTV-HRSC](#) (866-388-4772).