July 16, 2020

Richard Honeycutt

Vice President

Communications Workers of America – District 3

3516 Covington Highway

Decatur, GA 30032

Dear Richard:

In accordance with the signed MOA effective June 5, 2020, the Company will offer certain Wire Technicians, as listed below, an opportunity to express an interest in leaving the payroll voluntarily with a payment equivalent to what the employee would be eligible for had they been involuntarily laid off per the provisions of Section 6.04 of the Network Addendum for U-Verse Field Operations, plus an additional $5,000 (net of applicable withholding taxes).

The offer at the various garages will be limited to those employees who perform either IP work and report up to Jenifer Robertson (EVP-Chief Customer Officer-AT&T Consumer) or DTV work and report up to Rick Welday (EVP and GM-Broadband and Video). While all employees hold the title of Wire Technician, for ease of reference the “Group” column of the report identifies these group as follows:

* Wire Technician – DTV Work Group
* Wire Technician – IP Work Group

Attached are employee lists for each garage listed below. The planned date for separations is August 13, 2020.

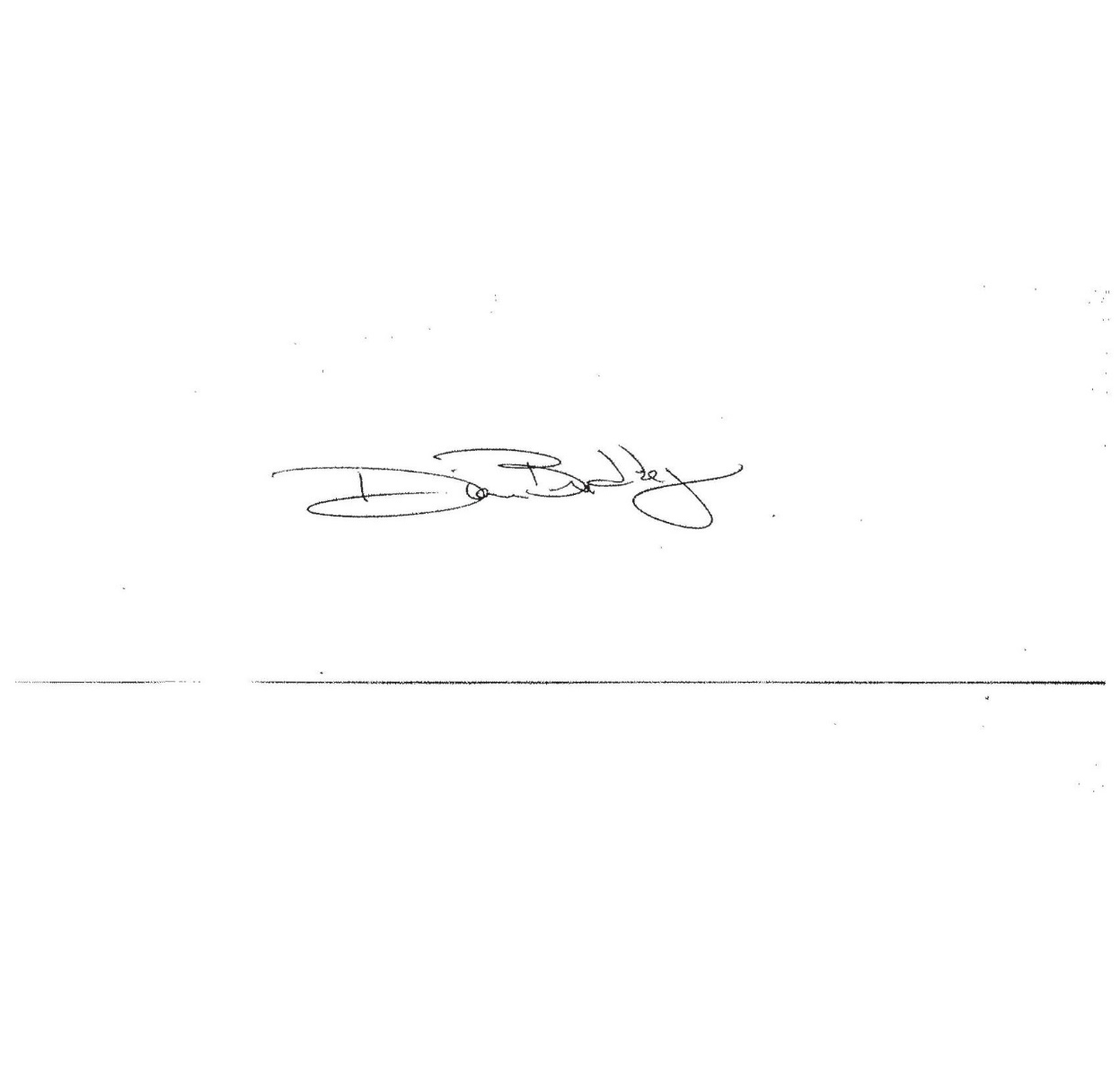
Eligible employees will receive the offer via an email notification that is scheduled for distribution today,

July 16, 2020, at 8:00 a.m. eastern time. The email, Irrevocable Acceptance Form and Q&As are attached.

The completed form should be returned via email to [severance\_ops@mailil.custhelp.com](mailto:severance_ops@mailil.custhelp.com) by 5:00 p.m. CST on Wednesday, July 22, 2020.

Please let me know if you have any questions.

Sincerely,

Attachments

**SE Wire Technician**

**Voluntary Severance Premium Offer**

| **Title** | **Work Group** | **Location** | **City** | **State** | **Displacement Date** | **# of Volunteer Opportunities** |
| --- | --- | --- | --- | --- | --- | --- |
| Wire Technician | DTV | 115 8th St S | Clanton | AL | August 13, 2020 | 1 |
| Wire Technician | DTV | 2001 Main St | Daphne | AL | August 13, 2020 | 3 |
| Wire Technician | IP | 2001 Main St | Daphne | AL | August 13, 2020 | 1 |
| Wire Technician | DTV | 525 Legacy Blvd | Eastaboga | AL | August 13, 2020 | 1 |
| Wire Technician | DTV | 205 3rd St NE | Graysville | AL | August 13, 2020 | 3 |
| Wire Technician | DTV | 1905 Hwy 78 W | Jasper | AL | August 13, 2020 | 2 |
| Wire Technician | DTV | 1937 Wolf Ridge Road | Mobile | AL | August 13, 2020 | 1 |
| Wire Technician | IP | 301 Schillinger Rd N | Mobile | AL | August 13, 2020 | 1 |
| Wire Technician | IP | 3949 Demetropolis RD | Mobile | AL | August 13, 2020 | 1 |
| Wire Technician | IP | 1801 Airport RD | Opelika | AL | August 13, 2020 | 1 |
| Wire Technician | IP | 3107 S Railroad ST | Phenix City | AL | August 13, 2020 | 1 |
| Wire Technician | DTV | 1325 39th Ave E | Tuscaloosa | AL | August 13, 2020 | 3 |
| Wire Technician | DTV | 409 Milly Francis St | Wetumpka | AL | August 13, 2020 | 2 |
| Wire Technician | IP | 1120 S Rogers Cir | Boca Raton | FL | August 13, 2020 | 2 |
| Wire Technician | DTV | 1100 N Highway 29 | Cantonment | FL | August 13, 2020 | 5 |
| Wire Technician | IP | 517 Hughlett Ave | Cocoa | FL | August 13, 2020 | 1 |
| Wire Technician | IP | 268 N Ridgewood Ave | Daytona Beach | FL | August 13, 2020 | 3 |
| Wire Technician | IP | 780 S Deerfield Ave @ Workcent | Deerfield Beach | FL | August 13, 2020 | 4 |
| Wire Technician | IP | 490 Old Daytona Rd | Deland | FL | August 13, 2020 | 6 |
| Wire Technician | IP | 6037 W Atlantic Ave | Delray Beach | FL | August 13, 2020 | 1 |
| Wire Technician | IP | 201 SW 14th St | Fort Lauderdale | FL | August 13, 2020 | 4 |
| Wire Technician | IP | 3499 NW 53rd St | Fort Lauderdale | FL | August 13, 2020 | 10 |
| Wire Technician | IP | 3402 Enterprise Rd | Fort Pierce | FL | August 13, 2020 | 4 |
| Wire Technician | IP | 2180 NW 2nd St @ Rear | Gainesville | FL | August 13, 2020 | 2 |
| Wire Technician | IP | 5306 Gulf Breeze Pkwy | Gulf Breeze | FL | August 13, 2020 | 2 |
| Wire Technician | IP | 14475 SW 264th St | Homestead | FL | August 13, 2020 | 10 |
| Wire Technician | IP | 1001 St Johns Bluff Rd N | Jacksonville | FL | August 13, 2020 | 2 |
| Wire Technician | IP | 11700 Philips Hwy | Jacksonville | FL | August 13, 2020 | 1 |
| Wire Technician | IP | 1844 Cassat Ave | Jacksonville | FL | August 13, 2020 | 3 |
| Wire Technician | IP | 7553 Atlantic Blvd | Jacksonville | FL | August 13, 2020 | 2 |
| Wire Technician | IP | 9209 Haydon Rd @ WorkCenter | Jacksonville | FL | August 13, 2020 | 1 |
| Wire Technician | IP | 740 Greeland Ave | Jacksonville | FL | August 13, 2020 | 1 |
| Wire Technician | IP | 1541 N Old Dixie Hwy | Jupiter | FL | August 13, 2020 | 3 |
| Wire Technician | DTV | 582 SE Cord 52 | Lake City | FL | August 13, 2020 | 1 |
| Wire Technician | IP | 500 Technology Pk | Lake Mary | FL | August 13, 2020 | 6 |
| Wire Technician | IP | 120 N K St | Lake Worth | FL | August 13, 2020 | 3 |
| Wire Technician | IP | 7747 Ellis Rd | Melbourne | FL | August 13, 2020 | 4 |
| Wire Technician | IP | 12800 SW 56th St | Miami | FL | August 13, 2020 | 5 |
| Wire Technician | IP | 19251 W Dixie Hwy | Miami | FL | August 13, 2020 | 2 |
| Wire Technician | IP | 2105 W Flagler St | Miami | FL | August 13, 2020 | 3 |
| Wire Technician | IP | 9090 NW 41st St | Miami | FL | August 13, 2020 | 15 |
| Wire Technician | IP | 1440 Michigan Ave | Miami Beach | FL | August 13, 2020 | 1 |
| Wire Technician | IP | 6689 Magnolia St | Milton | FL | August 13, 2020 | 2 |
| Wire Technician | IP | 13305 NW 45th Ave | Opa Locka | FL | August 13, 2020 | 8 |
| Wire Technician | IP | 74 College Dr @ (WorkCenter) | Orange Park | FL | August 13, 2020 | 5 |
| Wire Technician | IP | 12150 Research Pkwy | Orlando | FL | August 13, 2020 | 10 |
| Wire Technician | IP | 1501 S Semoran Blvd | Orlando | FL | August 13, 2020 | 4 |
| Wire Technician | IP | 520 Kerry Dr | Orlando | FL | August 13, 2020 | 26 |
| Wire Technician | IP | 1227 S Division Ave | Orlando | FL | August 13, 2020 | 1 |
| Wire Technician | IP | 6621 S orange Ave | Orlando | FL | August 13, 2020 | 4 |
| Wire Technician | IP | 4640 Lipscomb St NE | Palm Bay | FL | August 13, 2020 | 2 |
| Wire Technician | IP | 315 Old Moody Blvd | Palm Coast | FL | August 13, 2020 | 3 |
| Wire Technician | IP | 13900 Pines Blvd | Pembroke Pines | FL | August 13, 2020 | 3 |
| Wire Technician | IP | 3400 Martin Luther King | Pensacola | FL | August 13, 2020 | 3 |
| Wire Technician | IP | 1500 Herbert St | Port Orange | FL | August 13, 2020 | 2 |
| Wire Technician | IP | 3681 Dr Martin Luther King Jr | Riviera Beach | FL | August 13, 2020 | 11 |
| Wire Technician | DTV | 4016 NW Passage | Tallahassee | FL | August 13, 2020 | 6 |
| Wire Technician | IP | 700 N Dixie Ave | Titusville | FL | August 13, 2020 | 3 |
| Wire Technician | IP | 3600 Aviation Blvd | Vero Beach | FL | August 13, 2020 | 8 |
| Wire Technician | IP | 400 E Broughton St | Bainbridge | GA | August 13, 2020 | 1 |
| Wire Technician | IP | 800 Q St | Brunswick | GA | August 13, 2020 | 2 |
| Wire Technician | DTV | 2424 Williams Rd | Columbus | GA | August 13, 2020 | 1 |
| Wire Technician | DTV | 3741 Coleman Ave | Valdosta | GA | August 13, 2020 | 1 |
| Wire Technician | IP | 3741 Coleman Rd N | Valdosta | GA | August 13, 2020 | 1 |
| Wire Technician | IP | 1307 Tebeau St | Waycross | GA | August 13, 2020 | 1 |
| Wire Technician | DTV | 1061 Lovers Ln | Bowling Green | KY | August 13, 2020 | 1 |
| Wire Technician | IP | 205 Whitney Ave | Louisville | KY | August 13, 2020 | 1 |
| Wire Technician | IP | 411 Evergreen Rd | Louisville | KY | August 13, 2020 | 1 |
| Wire Technician | IP | 623 S 26th St | Louisville | KY | August 13, 2020 | 1 |
| Wire Technician | IP | 9501 Dixie Hwy | Louisville | KY | August 13, 2020 | 2 |
| Wire Technician | IP | 1114 Judge Sekul Ave | Biloxi | MS | August 13, 2020 | 1 |
| Wire Technician | IP | 101 Lee St | Collins | MS | August 13, 2020 | 1 |
| Wire Technician | IP | 3260 H Ave | Gulfport | MS | August 13, 2020 | 2 |
| Wire Technician | IP | 16521 Hwy 53 | Gulfport | MS | August 13, 2020 | 1 |
| Wire Technician | IP | 1305 W 7th St | Hattiesburg | MS | August 13, 2020 | 5 |
| Wire Technician | IP | 55 Cedars Rd | Vicksburg | MS | August 13, 2020 | 3 |
| Wire Technician | IP | 24 O’Henry Ave | Asheville | NC | August 13, 2020 | 4 |
| Wire Technician | IP | 16 Cornell St | Asheville | NC | August 13, 2020 | 7 |
| Wire Technician | IP | 13719 Erwin Rd | Charlotte | NC | August 13, 2020 | 1 |
| Wire Technician | IP | 4641 South Blvd | Charlotte | NC | August 13, 2020 | 2 |
| Wire Technician | IP | 8430 N Tryon St | Charlotte | NC | August 13, 2020 | 1 |
| Wire Technician | IP | 9139 Research Dr @ (CO) | Charlotte | NC | August 13, 2020 | 10 |
| Wire Technician | IP | 553 Withrow Rd | Forest City | NC | August 13, 2020 | 5 |
| Wire Technician | IP | 3129 Flagstone Dr | Greensboro | NC | August 13, 2020 | 6 |
| Wire Technician | IP | 5723 Inman Rd | Greensboro | NC | August 13, 2020 | 3 |
| Wire Technician | IP | 500 Duncan Hill Rd | Hendersonville | NC | August 13, 2020 | 2 |
| Wire Technician | IP | 11481 Andrew Jackson Hwy | Laurinburg | NC | August 13, 2020 | 1 |
| Wire Technician | IP | 510 Nuway Cir | Lenoir | NC | August 13, 2020 | 1 |
| Wire Technician | IP | 237 Sigmon Rd | Lincolnton | NC | August 13, 2020 | 3 |
| Wire Technician | IP | 1501 Godwin Ave | Lumberton | NC | August 13, 2020 | 1 |
| Wire Technician | IP | 524 Grooms Rd | Reidsville | NC | August 13, 2020 | 3 |
| Wire Technician | IP | 625 Industrial Ave | Salisbury | NC | August 13, 2020 | 1 |
| Wire Technician | IP | 412 Neisler St | Shelby | NC | August 13, 2020 | 1 |
| Wire Technician | IP | 800 Robie St | Winston Salem | NC | August 13, 2020 | 3 |
| Wire Technician | IP | 1603 West Evans St | Florence | SC | August 13, 2020 | 1 |
| Wire Technician | IP | 1117 Swift Creek | Hartsville | SC | August 13, 2020 | 2 |
| Wire Technician | IP | 513 Kings Mountain | York | SC | August 13, 2020 | 3 |
| Wire Technician | DTV | 114 Refreshment Ln SW @ (BLDG) | Cleveland | TN | August 13, 2020 | 5 |
| Wire Technician | DTV | 757 Armstrong LN | Columbia | TN | August 13, 2020 | 2 |
| Wire Technician | DTV | 440 N Belvedere DR | Gallatin | TN | August 13, 2020 | 1 |
| Wire Technician | DTV | 1535 Heil Quaker Blvd | Lavergne | TN | August 13, 2020 | 1 |
| Wire Technician | DTV | 200 Mitchell Blvd | Tullahoma | TN | August 13, 2020 | 3 |