

ARTICLE 16

BENEFITS

16.01 Except as specifically provided in this Article 16, no change shall be made in the terms of the existing plans, programs, and policies which are referenced in this Article or their successor Plans which would reduce or diminish the benefits or privileges provided there under as they apply to employees represented by the Union without the consent of the Union.

The means for fulfilling the terms of this Article may be the Company's adoption of its own plan(s) and associated plan document(s) or participation in equivalent plan(s) having plan document(s) that include, for bargained-for employees, the benefits agreed to be provided pursuant to this Article and substantially the terms, provisions and conditions under which such benefits are to be provided.

The sole remedy for issues with respect to the validity or amount of any claim for benefits is the claim and appeal process as defined in the individual benefits plans and programs. The Parties agree to the plans and programs described below. Copies of the plan documents, Summary Plan Descriptions ("SPDs") and Summary of Material Modifications ("SMMs") of these plans, policies and programs have been provided to the Union. If there is any difference between these SPDs and the ERISA plans or programs (including amendments thereto), the plan texts shall govern.

For purposes of this Article only, including Attachment A (applicable to AT&T Midwest) and B (applicable to AT&T National):

- The term "IBEW Core Bargained Employees" includes AT&T Midwest and AT&T National employees covered by this Agreement as well as job titles in Appendix C;
- IBEW Core Bargained Employees hired/rehired on or before August 8, 2009 shall be referred to as "Current Employees";
- IBEW Core Bargained Employees hired/rehired or transferred into the 2009 Collective Bargaining Agreement (including transfers to a job title under Appendix C) after August 8, 2009 and on or before June 22, 2013 shall be referred to as "2009 New Hires". "2009 New Hires" shall also include individuals who were classified as Temporary or Regular Limited Term Employees as of August 8, 2009 and who were subsequently reclassified to Regular Employee status during the term of the 2009 Collective Bargaining Agreement. In addition, any Employees hired/rehired or transferred into the Sales Consultant title on or before June 22, 2013 shall be referred to as "2009 New Hires";
- IBEW Core Bargained Employees hired/rehired or transferred into the 2013 Collective Bargaining Agreement (including transfers to a job title under Appendix C) after June 22, 2013 shall be referred to as "2013 New Hires";
- Current Employees who are laid off, excluding Employees in titles under Appendix C, who are recalled and whose service is immediately bridged will be treated as Current Employees. 2009 New Hires who are laid off, excluding Employees in titles under Appendix C, who are recalled and whose service is

- immediately bridged will be treated as 2009 New Hires;
- Current Employees, 2009 New Hires and 2013 New Hires shall be referred to collectively as “Employees”; and
 - Employees who terminate employment during the term of this Agreement and who meet the applicable requirements to be eligible for post-retirement benefits are referred to as “Eligible Retired Employees”.

The Memorandum of Agreement – Benefits Rules for Movement (Memorandum) provides specific rules regarding benefits for Employees who move among job titles. The provisions of the Memorandum take precedence over the provisions of this Article 16 with respect to Employees addressed in the Memorandum.

1. HEALTH AND WELFARE BENEFIT PLANS

(A) Effective January 1, 2014, Current Employees, 2009 New Hires and 2013 New Hires shall be eligible to participate in the benefit plans, programs and policies identified in the chart below by an X, with the plan terms, conditions and provisions which were in effect on June 22, 2013, as described in the applicable SPDs and SMMs, except as noted herein.

i. AT&T Midwest

Plan/Program/Policy	Current Employees	2009 New Hires	2013 New Hires
Ameritech Comprehensive Health Care Plan – plan name change expected 2 nd qtr. 2013 to AT&T Midwest Bargained Employee and Eligible Former Bargained Employee Medical Program	X	X	X
AT&T Dental Plan (management provisions)	X	X	X
AT&T Vision Plan (management provisions)	X	X	X
AT&T CarePlus – A Supplemental Medical Plan (plan name change expected 2 nd qtr. 2013 to AT&T CarePlus – A Supplemental Benefit Program)	X	X	X
AT&T Medical and Group Life Insurance Plan – Group Life Insurance	X	X	X
AT&T Supplementary Group Life Insurance Program	X	X	X
AT&T Dependent Group Life Insurance Program	X	X	X
AT&T Consolidated Long-Term Care Insurance Plan (closed to new entrants as of 5/1/2012)	X	X	
AT&T Flexible Spending Account Plan	X	X	X
AT&T Health Reimbursement Account Program	X	X	
AT&T Midwest Disability Benefits Program	X	X	X
Midwest Leaves of Absence Policy	X	X	X
AT&T Commuter Benefit Program	X	X	X
AT&T Adoption Reimbursement Program	X	X	X
AT&T Employee Assistance Plan expected 2 nd quarter 2013 name change to AT&T Employee Assistance Program	X	X	X
AT&T Voluntary Benefits Platform*	X	X	X

*The Company may unilaterally modify the AT&T Voluntary Benefits Platform from time to time or discontinue without further discussions with the Union.

ii. AT&T National

Plan/Program/Policy	Current Employees	2009 New Hires	2013 New Hires
AT&T Medical Expense Plan for Occupational Employees (plan name change expected 2 nd qtr. 2013 to AT&T Corp. Employee Medical Program) includes Employee Assistance Program	X	X	X
AT&T Dental Plan (management provisions)	X	X	X
AT&T Vision Plan (management provisions)	X	X	X
AT&T CarePlus – A Supplemental Medical Plan (plan name change expected 2 nd qtr. 2013 to AT&T CarePlus – A Supplemental Benefit Program)	X	X	X
AT&T Medical and Group Life Insurance Plan – Group Life Insurance	X	X	X
AT&T Supplementary Group Life Insurance Program	X	X	X
AT&T Dependent Group Life Insurance Program	X	X	X
AT&T Consolidated Long-Term Care Insurance Plan (closed to new entrants as of 5/1/2012)	X	X	
AT&T Flexible Spending Account Plan	X	X	X
AT&T Health Reimbursement Account Program	X	X	
Legacy AT&T Disability Benefits Program	X	X	X
AT&T Commuter Benefit Program	X	X	X
AT&T Adoption Reimbursement Program	X	X	X
AT&T Voluntary Benefits Platform*	X	X	X

*The Company may unilaterally modify the AT&T Voluntary Benefits Platform from time to time or discontinue without further discussions with the Union.

- (B) Employees, including newly eligible Employees, and Eligible Retired Employees (as provided for in Article 16.01(1)(D)) shall continue to participate in the same benefit plans, programs and policies on the same terms and conditions which were in effect on June 22, 2013, until the benefits identified in Article 16.01(1)(A) above become effective, subject to changes to benefits resulting from the operation of existing plan provisions and amendments necessary to comply with changes in the law.
- (C) Effective second quarter 2013, AT&T CarePlus – A Supplemental Medical Plan is expected to be renamed “AT&T CarePlus – A Supplemental Benefit Program” and effective January 1, 2014 will be restructured to include additional benefits determined by the Company to be beneficial to the plan participants, as those additional benefits may change from time to time. The Company may unilaterally modify or discontinue any additional benefits without further discussions with the Union.
- (D) Employees who terminate employment with the Company during the term of this Agreement and are eligible for post-retirement medical coverage under the terms of the medical program the Employee was eligible for as an active Employee as of the date of termination, will be eligible, during the term of this Agreement, for coverage under the following, as applicable:
- i. For AT&T Midwest: Ameritech Comprehensive Health Care Plan (AT&T Midwest Bargained Medical plan name change expected 2nd qtr. 2013), AT&T CarePlus – A

- Supplemental Benefit Program, AT&T Dental Plan (management provisions), AT&T Medical and Group Life Insurance Plan – Group Life Insurance, AT&T Retiree Vision Care Program, and AT&T Consolidated Long-Term Care Insurance Plan (current participants only), subject to changes to benefits resulting from the operation of existing plan provisions and amendments necessary to comply with changes in the law, and with the exceptions identified in Attachment A; or
- ii. For AT&T National: AT&T Medical Expense Plan for Occupational Employees (AT&T Corp. Employee Medical Program plan name change expected 2nd qtr. 2013) excluding the Employee Assistance Program, AT&T CarePlus – A Supplemental Benefit Program, AT&T Dental Plan (management provisions), AT&T Medical and Group Life Insurance Plan – Group Life Insurance, AT&T Retiree Vision Care Program, and AT&T Consolidated Long-Term Care Insurance Plan (current participants only), subject to changes to benefits resulting from the operation of existing plan provisions and amendments necessary to comply with changes in the law, and with the exceptions identified in Attachment B.

Nothing in this Article 16.01(1)(D) shall be construed to provide benefits for any period subsequent to the term of this Agreement or for any employee other than those referenced above who terminate employment during the term of this Agreement.

- (E) Attachment A and Attachment B provide a summary of certain plan, program and/or policy terms, conditions and provisions, including any which are exceptions to terms, conditions and provisions described in the applicable SPDs and SMMs as well as any which differ among groups of employees eligible to participate in a particular plan, program or policy, such as the applicable deductible or copayment amount. If there are discrepancies between the specific information provided in Attachment A or Attachment B, and the plan documents, SPDs or SMMs, the information provided in Attachment A or Attachment B, as applicable will govern. It is understood that certain benefits are subject to change to comply with implementation of the Patient Protection and Affordable Care Act (PPACA) and associated regulations and agency guidance. The Company will notify the Union of the changes the Company makes to conform the benefits under this Agreement with final regulations and guidance under PPACA and any amendment determined to be necessary due to changes in the law. Should any of these changes require bargaining, all other terms and provisions of the 2013 Collective Bargaining Agreement will remain in effect through expiration.

2. PENSION AND SAVINGS BENEFIT PLANS

- (A) Current Employees, excluding those working in Appendix C,

Except as provided in this Article, Current Employees, but excluding those working in Appendix C, shall continue to participate in the following pension and savings benefit plans, programs, and policies on the same terms and conditions which were in effect on June 22, 2013:

i. AT&T Midwest

a. Midwest Program (the “Midwest Program”) of the AT&T Pension Benefit Plan

I. Current Employees who continue to participate in the Midwest Program will be eligible for the following pension band increases:

- 1.0% effective January 1, 2014
- 1.0% effective January 1, 2015
- 1.0% effective January 1, 2016
- 1.0% effective January 1, 2017.

II. Effective on and after January 1, 2012 and as currently provided for under the Midwest Program, any Lump Sum form of payment available under the Midwest Program shall be calculated using the following definition of Actuarial Equivalence:

- Applicable Mortality Table: the applicable mortality table determined in accordance with Internal Revenue Code §417(e)(3)(B) and associated regulations; and
- Applicable Interest Rate: the monthly interest rate which, when compounded, equals the effective annual rate of interest as determined in accordance with Internal Revenue Code §417(e)(3)(C) and associated regulations, based on the Program’s lookback month and stability period

Phased Schedule

For the purposes of applying the Applicable Interest Rate in this Article 16.01(2)(A)(i)(a)(II) (herein referred to as “New”), the phase-in schedule shall be as illustrated below:

% “New”	% Prior	Effective Date
25%	75%	1/1/2012
50%	50%	1/1/2013
75%	25%	1/1/2014
100%	0%	1/1/2015

b. AT&T Savings and Security Plan

ii. AT&T National

a. AT&T Legacy Bargained Program (the “ALB Program”) of the AT&T Pension Benefit Plan

I. Current Employees who continue to participate in the ALB Program will be eligible for the following increases to the Pension Band Monthly Benefit Tables as well as the Pension Band Credit Table used for the cash balance feature:

- 1.0% effective January 1, 2014
- 1.0% effective January 1, 2015
- 1.0% effective January 1, 2016
- 1.0% effective January 1, 2017

b. AT&T Retirement Savings Plan

(B) Current Employees working in Appendix C job titles, 2009 New Hires and 2013 New Hires,

Except as provided below, Current Employees working in Appendix C job titles classified as Regular Employees, 2009 New Hires and 2013 New Hires (excluding 2009 New Hires and 2013 New Hires working in Appendix C job titles but not classified as Regular Employees) shall continue to participate in the following pension and savings benefit plans, programs and policies on the same terms and conditions which were in effect on June 22, 2013.

i. AT&T Midwest

a. Bargained Cash Balance Program #2 of the AT&T Pension Benefit Plan

- I. Effective January 1, 2014, the basic benefit credits added to the cash balance account will be increased by increasing the age credit factor by 1% such that the age credit factor shall be as follows:

Age	Age Credit Factor
Less than 30	1.77%
30-36	2.27%
37-43	2.78%
44-49	3.28%
50 and older	4.04%

b. AT&T Retirement Savings Plan

ii. AT&T National

a. Bargained Cash Balance Program #2 of the AT&T Pension Benefit Plan

- I. Effective January 1, 2014, the basic benefit credits added to the cash balance account will be increased by increasing the age credit factor by 1% such that the age credit factor shall be as follows:

Age	Age Credit Factor
Less than 30	1.77%
30-36	2.27%
37-43	2.78%
44-49	3.28%
50 and older	4.04%

b. AT&T Retirement Savings Plan

- 16.02 Unless the Parties mutually agree, there shall be no negotiations concerning changes in the Plans during the period of this Agreement. Such negotiations shall not extend more than thirty (30) days following such mutual agreement.
- 16.03 Neither the Benefit Plans, their administration nor the terms of a proposed change in the plans are subject to the grievance or arbitration procedures of this Agreement.
- 16.04 Disputes involving the true intent and meaning of this Article may be submitted to the grievance and arbitration procedures of this Agreement.
- 16.05 The Company will provide the Union with another copy of the Benefit Plans upon execution of this Agreement.

IBEW System Council T-3 Benefits Outline Summary

Attachment A

Provision	Current Employees, 2009 New Hires and 2012 New Hires																																																																								
Active Employees	AT&T Midwest and SBC Global Services, Inc.																																																																								
Effective Date(s)	Health & Welfare: 1/1/2014																																																																								
Eligibility																																																																									
For Medical, Dental, Vision, CarePlus, and Life Insurance (unless otherwise specified)	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Follow provisions of the applicable plan: Medical – No change from current plan except for plan name change expected 2nd qtr. 2013 to AT&T Midwest Bargained Employee and Eligible Former Bargained Employee Medical Program Dental – AT&T Dental Plan (management provisions) Vision – AT&T Vision Plan (management provisions) Disability – AT&T Midwest Disability Benefits Program CarePlus – name change expected 2nd qtr. 2013: AT&T CarePlus - A Supplemental Benefit Program Life Insurance – no change from current plan</p>																																																																								
Health Reimbursement Account (HRAs)																																																																									
	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> None.</p> <p>Note: No additional Company crediting. Current Employees and 2009 New Hires who have remaining account balances will continue to have access to those account balances subject to provisions of the Program.</p>																																																																								
Medical																																																																									
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Ameritech Comprehensive Health Care Plan</p> <p>Note: Plan Name change expected 2nd qtr. 2013 – AT&T Midwest Bargained Employee and Eligible Former Bargained Employee Medical Program</p> <p>The Company will continue to provide fully insured coverage options such as HMOs at the discretion of the Company.</p> <p>No change from current plan except as provided below:</p>																																																																								
Dependent Eligibility	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan except as provided below:</p> <p>Elimination of Sponsored Child Classification.</p>																																																																								
Eligibility for Company Subsidy	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>																																																																								
Active (Full-Time) Monthly Contributions	<p><u>2013 New Hires</u></p> <p>Contribution Amounts for those hired before 1/1/2014</p> <table border="0"> <tr> <td></td> <td></td> <td align="center">2014</td> <td align="center">2015</td> <td align="center">2016</td> <td align="center">2017</td> </tr> <tr> <td></td> <td align="right">Ind</td> <td align="right">\$130</td> <td align="right">\$135</td> <td align="right">\$ 90</td> <td align="right">\$105</td> </tr> <tr> <td></td> <td align="right">Fam</td> <td align="right">\$280</td> <td align="right">\$290</td> <td align="right">\$195</td> <td align="right">\$225</td> </tr> </table> <p>Contribution Amounts for those hired on or after 1/1/2014 and before 1/1/2015</p> <table border="0"> <tr> <td></td> <td></td> <td align="center">2014</td> <td align="center">2015</td> <td align="center">2016</td> <td align="center">2017</td> </tr> <tr> <td></td> <td align="right">Ind</td> <td align="right">\$130</td> <td align="right">\$135</td> <td align="right">\$150</td> <td align="right">\$105</td> </tr> <tr> <td></td> <td align="right">Fam</td> <td align="right">\$280</td> <td align="right">\$290</td> <td align="right">\$320</td> <td align="right">\$225</td> </tr> </table> <p>Contribution Amounts for those hired after 1/1/2015</p> <table border="0"> <tr> <td></td> <td></td> <td></td> <td align="center">2015</td> <td align="center">2016</td> <td align="center">2017</td> </tr> <tr> <td></td> <td align="right">Ind</td> <td></td> <td align="right">\$135</td> <td align="right">\$150</td> <td align="right">\$155</td> </tr> <tr> <td></td> <td align="right">Fam</td> <td></td> <td align="right">\$290</td> <td align="right">\$320</td> <td align="right">\$335</td> </tr> </table> <p><u>2009 New Hires and Current Employees</u></p> <p align="center">Contribution Amounts</p> <table border="0"> <tr> <td></td> <td></td> <td align="center">2014</td> <td align="center">2015</td> <td align="center">2016</td> <td align="center">2017</td> </tr> <tr> <td></td> <td align="right">Ind</td> <td align="right">\$ 45</td> <td align="right">\$ 70</td> <td align="right">\$ 90</td> <td align="right">\$105</td> </tr> <tr> <td></td> <td align="right">Fam</td> <td align="right">\$ 95</td> <td align="right">\$150</td> <td align="right">\$195</td> <td align="right">\$225</td> </tr> </table>			2014	2015	2016	2017		Ind	\$130	\$135	\$ 90	\$105		Fam	\$280	\$290	\$195	\$225			2014	2015	2016	2017		Ind	\$130	\$135	\$150	\$105		Fam	\$280	\$290	\$320	\$225				2015	2016	2017		Ind		\$135	\$150	\$155		Fam		\$290	\$320	\$335			2014	2015	2016	2017		Ind	\$ 45	\$ 70	\$ 90	\$105		Fam	\$ 95	\$150	\$195	\$225
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IBEW System Council T-3 Benefits Outline Summary

Attachment A

Provision	Current Employees, 2009 New Hires and 2012 New Hires																				
Active (Part-Time) Monthly Contributions	2013 New Hires, 2009 New Hires and Current Employees No change from current plan.																				
Definition of Pay	2013 New Hires, 2009 New Hires and Current Employees No change from current plan.																				
Annual Deductibles	2013 New Hires, 2009 New Hires and Current Employees For 2014-2017: <table border="0" style="margin-left: 40px;"> <tr> <td></td> <td align="center"><u>Network/PPO and ONA</u></td> <td align="center"><u>Non-Network/ Non-PPO</u></td> </tr> <tr> <td>Ind</td> <td align="center">\$ 500</td> <td align="center">\$1,300</td> </tr> <tr> <td>Fam</td> <td align="center">\$1,000</td> <td align="center">\$2,600</td> </tr> </table> Annual Deductible Provisions: No change from current plan.		<u>Network/PPO and ONA</u>	<u>Non-Network/ Non-PPO</u>	Ind	\$ 500	\$1,300	Fam	\$1,000	\$2,600											
	<u>Network/PPO and ONA</u>	<u>Non-Network/ Non-PPO</u>																			
Ind	\$ 500	\$1,300																			
Fam	\$1,000	\$2,600																			
General Copay/Coinsurance	2013 New Hires, 2009 New Hires and Current Employees No change from current plan.																				
Office Visit Copay / Coinsurance	2013 New Hires, 2009 New Hires and Current Employees No change from current plan.																				
Urgent Care Facility/Professional Services Copay / Coinsurance	2013 New Hires, 2009 New Hires and Current Employees No change from current plan.																				
Emergency Room Facility/Professional Services Copay / Coinsurance	2013 New Hires, 2009 New Hires and Current Employees No change from current plan.																				
Hospital Inpatient/Outpatient Facility/Professional Services Copay / Coinsurance	2013 New Hires, 2009 New Hires and Current Employees No change from current plan.																				
Tests (all tests including x-ray, radiology, lab test, etc) Copay / Coinsurance	2013 New Hires, 2009 New Hires and Current Employees No change from current plan.																				
Mental Health/Substance Abuse (MH/SA) Copay / Coinsurance	2013 New Hires, 2009 New Hires and Current Employees No change from current plan.																				
Annual Out-of-Pocket Maximums (OOP)	2013 New Hires, 2009 New Hires and Current Employees <table border="0" style="margin-left: 40px;"> <tr> <td></td> <td align="center" colspan="4"><u>Out-of-Pocket Maximum Amounts (excluding Annual Deductible)</u></td> </tr> <tr> <td></td> <td align="center"><u>2014 Network/PPO/ONA</u></td> <td align="center"><u>2014 Non- Network/Non- PPO</u></td> <td align="center"><u>2015-2017 Network/ PPO/ONA</u></td> <td align="center"><u>2015-2017 Non-Network/ Non- PPO</u></td> </tr> <tr> <td>Ind</td> <td align="center">\$1,700</td> <td align="center">\$ 5,100</td> <td align="center">\$2,000</td> <td align="center">\$ 6,000</td> </tr> <tr> <td>Fam</td> <td align="center">\$3,400</td> <td align="center">\$10,200</td> <td align="center">\$4,000</td> <td align="center">\$12,000</td> </tr> </table> Out-of-Pocket Maximum provisions: No change from current plan.		<u>Out-of-Pocket Maximum Amounts (excluding Annual Deductible)</u>					<u>2014 Network/PPO/ONA</u>	<u>2014 Non- Network/Non- PPO</u>	<u>2015-2017 Network/ PPO/ONA</u>	<u>2015-2017 Non-Network/ Non- PPO</u>	Ind	\$1,700	\$ 5,100	\$2,000	\$ 6,000	Fam	\$3,400	\$10,200	\$4,000	\$12,000
	<u>Out-of-Pocket Maximum Amounts (excluding Annual Deductible)</u>																				
	<u>2014 Network/PPO/ONA</u>	<u>2014 Non- Network/Non- PPO</u>	<u>2015-2017 Network/ PPO/ONA</u>	<u>2015-2017 Non-Network/ Non- PPO</u>																	
Ind	\$1,700	\$ 5,100	\$2,000	\$ 6,000																	
Fam	\$3,400	\$10,200	\$4,000	\$12,000																	

IBEW System Council T-3 Benefits Outline Summary

Attachment A

Provision	Current Employees, 2009 New Hires and 2012 New Hires
Prescription Drug Program (Rx)	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>Deductible: None.</p> <p>Out-of-Pocket Maximum for 2014-2017: Ind \$ 1,200 Fam \$2,400</p> <p>Retail – Network Copays: (Up to 30-day supply, limited to 2 fills for maintenance)</p> <p align="center"><u>2014-2017</u></p> <p>Generic \$10 Formulary \$35 Non-Formulary \$60</p> <p>Retail – Non-Network Copays Participant pays the greater of the applicable Network copay or balance remaining after the plan pays 75% of Network retail cost.</p> <p>Mail Order Copays: (Up to 90-day supply)</p> <p align="center"><u>2014-2017</u></p> <p>Generic \$ 20 Formulary \$ 70 Non-Formulary \$120</p> <p>The following provisions will apply:</p> <ul style="list-style-type: none"> • Mandatory mail order for maintenance Rx – Applies after second fill at retail. • Specialty pharmacy program • Personal Choice – 100% participant-paid • Mandatory Generic
Employee Assistance Program (EAP)	
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan except for plan name change expected 2nd qtr. 2013 to AT&T Employee Assistance Program.</p>
Visit Limit	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Up to 5 visits per issue per year.</p>
Disability	
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> AT&T Midwest Disability Benefits Program</p>
Short Term Disability (STD)	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>
Long-Term Disability (LTD)	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>
Leaves of Absence (LOAs)	
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Midwest Leaves of Absence Policy with the addition of the Company Initiated Leave of Absence.</p>
Types of LOAs	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change except for the addition of the Company Initiated Leave of Absence.</p>
Dental	
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> AT&T Dental Plan (management provisions)</p> <ul style="list-style-type: none"> • Dental PPO • DHMO (available at the discretion of the Company)
Eligibility	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Company subsidy begins on first day of the month in which 6 months net credited service (NCS) is attained (also referred to as term of employment (TOE)).</p>

IBEW System Council T-3 Benefits Outline Summary

Attachment A

Provision	Current Employees, 2009 New Hires and 2012 New Hires
Active (Full-Time) Monthly Contributions	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Dental PPO or DHMO (if available) for 2014-2017:</p> <p align="center"><u>Contribution</u> <u>Amounts</u></p> <p>Ind \$ 3 Ind +1 \$ 9 Fam \$16</p>
Active (Part-Time) Monthly Contributions	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Based on Scheduled hours/week: • Greater than or equal to 20 hours = 50% of full cost of coverage.* • Less than 20 hours = 100% of full cost of coverage* with no Company subsidy.</p> <p>* Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p>
Deductible	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Network and ONA: \$25 per individual per year Non-Network: \$50 per individual per year</p>
Annual Maximum Benefit	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Network and ONA: \$1,750 per individual* Non-Network: \$1,300 per individual*</p> <p>*Not to exceed \$1,750 combined Network/Non-Network</p>
Orthodontic Lifetime Maximum	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Network and ONA: \$2,000 per individual* Non-Network: \$1,400 per individual*</p> <p>*Not to exceed \$2,000 combined Network/Non-Network</p>
Coverage Levels	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Dental PPO Coinsurance</p> <p>Class I (Diagnostic/Preventive): Network and ONA*: 100%, Ded. Waived Non-Network***: 100%, Ded. Waived</p> <p>Class II (Basic restorative – fillings, extractions, periodontal treatment/maintenance): Network and ONA*: 90%, after deductible Non-Network***: 70%, after deductible</p> <p>Class III (Major restorative – crowns, dentures, bridgework): Network and ONA*: 80%, after deductible Non-Network***: 50%, after deductible</p> <p>Class IV (Orthodontia): Network and ONA*: 80%, after deductible Non-Network***: 50%, after deductible</p> <p>Notes: *For ONA, paid at Network contracted rate. **For Non-Network paid based on reasonable and customary amounts.</p>
Outside Network Area (ONA)	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u></p> <ul style="list-style-type: none"> • ONA benefit provided to employees who reside in a zip code which does not meet the network standards. • ONA benefits are equivalent to PPO Network benefits. • Enrollees who are in Network will be offered the PPO option only. • Enrollees who are located outside the Network zip code criteria will be offered the ONA option only.
Vision	
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> AT&T Vision Plan (management provisions) Note: AIT Vision Plus Plan (Option 2) eliminated.</p>
Eligibility	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Company subsidy begins on first day of the month in which 6 months net credited service (NCS,) is attained (also referred to as term of employment (TOE)).</p>

IBEW System Council T-3 Benefits Outline Summary

Attachment A

Provision	Current Employees, 2009 New Hires and 2012 New Hires								
Active (Full-Time) Monthly Contributions	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> For 2014-2017:</p> <table border="0"> <tr> <td></td> <td align="center"><u>Contribution</u> <u>Amounts</u></td> </tr> <tr> <td>Ind</td> <td align="center">\$2.50</td> </tr> <tr> <td>Ind +1</td> <td align="center">\$5.00</td> </tr> <tr> <td>Fam</td> <td align="center">\$7.00</td> </tr> </table>		<u>Contribution</u> <u>Amounts</u>	Ind	\$2.50	Ind +1	\$5.00	Fam	\$7.00
	<u>Contribution</u> <u>Amounts</u>								
Ind	\$2.50								
Ind +1	\$5.00								
Fam	\$7.00								
Active (Part-Time) Monthly Contributions	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Based on Scheduled hours/week: <ul style="list-style-type: none"> • Greater than or equal to 20 hours = 50% of full cost of coverage*. • Less than 20 hours = 100% of full cost of coverage* with no Company subsidy. <p>* Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p> </p>								
Coverage Levels	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>Exam: 1 exam per 12 months</p> <ul style="list-style-type: none"> • Network: \$0 Co-Pay • Non-Network: \$28 allowance towards exam cost <p>Frame Allowance: 1 pair per 12 months</p> <ul style="list-style-type: none"> • Network: \$130 allowance towards frame cost • Non-Network: \$30 allowance towards frame cost <p>Lenses Allowance: 1 set per 12 months Network: \$0 Co-pay/co-insurance Covers std. plastic lenses: Single, Bi-focal, Tri-focal, Lenticular, Progressive + Polycarbonate at 100% Non-Network: \$30-\$80 allowance towards lenses</p> <p>Contact Lenses Allowance: Allowance per 12 months Network: \$150 allowance Non-Network: \$150 allowance</p> <p>2nd Pair Benefit: Network Only: Allows for a 2nd pair of glasses or contact lenses allowance after the first pair benefit is utilized, per 24 months.</p>								
Flexible Spending Account (FSA)									
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan, except those that are mandated by healthcare reform legislation (PPACA).</p>								
Contribution Minimum/Maximums	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan, except those that are mandated by healthcare reform legislation (PPACA).</p>								
CarePlus									
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Change name to "AT&T CarePlus – A Supplemental Benefit Program" expected 2nd qtr. 2013</p>								
Monthly Contributions	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>								
General Benefits	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Expand benefits which may be offered under CarePlus to include any benefits determined by the Company to be beneficial to Plan participants. Company retains the unilateral right to change, modify, amend and discontinue the expanded benefits offered under CarePlus.</p>								
Life Insurance									
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>								
Active Benefits	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan except as provided below:</p> <p>Accelerated Death Benefit – Available when life expectancy is 24 months or less. Minimum Distribution: 25% of total life insurance benefit. Maximum Distribution: lesser of 75% of total life insurance benefit or \$1M.</p> <p>Note: Contribution amounts are subject to annual adjustments.</p>								
Definition of Pay	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>								
Long-Term Care									
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> AT&T Consolidated Long-Term Care Insurance Plan</p>								

IBEW System Council T-3 Benefits Outline Summary

Attachment A

Provision	Current Employees, 2009 New Hires and 2012 New Hires
Coverage	<p><u>2013 New Hires</u> Not available; closed to new entrants as of 5/1/2012.</p> <p><u>2009 New Hires and Current Employees</u> Participants currently enrolled may remain in the plan; closed to new entrants as of 5/1/2012.</p>
Adoption	
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>
Coverage	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>
Commuter	
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>
Coverage	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Pre-tax deductions for parking and mass transit. 2013 Internal Revenue Service (IRS) limits: \$245 parking; \$125 mass transit.</p> <p>Eligible expense and monthly limits follow IRS Code Section 132 Regulations.</p> <p>Note: Annual adjustments apply.</p>

IBEW System Council T-3 Benefits Outline Summary

Attachment A

Provision	Eligible Retired Employees
Retiree Provisions	<p>Effective 1/1/2014 for AT&T Midwest and SBC Global Services, Inc., except Appendix G:</p> <p>Applicable for the term of the Agreement to Eligible Retired Employees who terminate during the term of the Agreement.</p> <p>Note: Appendix G Employees continue to not be eligible for post-employment benefits.</p>
Medical	
Plan	Eligible Retired Employees shall be eligible to participate in the same plan as a similarly situated active Current Employee, 2009 New Hire or 2013 New Hire except as noted in the sections below.
Eligible Retired Employees (Full-Time) Monthly Contributions	<p><u>2013 New Hires</u></p> <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy. • Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <p><u>2009 New Hires</u></p> <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will pay 50% of full cost of coverage*. • Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p> <p><u>Current Employee</u></p> <p>The contribution shall be the same as for a similarly situated active Current Employee.</p>
Eligible Retired Employees (Part-Time) Monthly Contributions	<p><u>2013 New Hires</u></p> <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy. • Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <p><u>2009 New Hires</u></p> <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will pay 50% of full cost of coverage*. • Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p> <p><u>Current Employees</u></p> <p>The contribution shall be the same as for a similarly situated active Current Employee.</p>
Medicare Part-B Premium Reimbursement	<p><u>2013 New Hires and 2009 New Hires</u></p> <p>Not Eligible.</p> <p><u>Current Employees</u></p> <p>No change from current plan.</p>
Definition of Pay	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>No change from current plan.</p>
Health Reimbursement Account (HRA)	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>None.</p> <p>Note: No additional Company crediting. Current employees and 2009 New Hires who have remaining account balances will continue to have access to those account balances subject to provisions of the Program.</p>
CarePlus	
Plan	Change name to "AT&T CarePlus – A Supplemental Benefit Program" expected 2 nd qtr. 2013
Monthly Contributions	Eligible Retired Employees shall be eligible to participate in AT&T CarePlus – A Supplemental Benefit Program at the same contribution level as active Current Employees, 2013 New Hires and 2009 New Hires.
General Benefits	Expand benefits which may be offered under CarePlus to include any benefits determined by the Company to be beneficial to Plan participants. Company retains the unilateral right to change, modify, amend and discontinue the expanded benefits offered under CarePlus.
Dental	
Plan	Eligible Retired Employees shall be eligible to participate in the same plan as similarly situated active Current Employees, 2009 New Hires, or 2013 New Hires except as noted in the sections below.

IBEW System Council T-3 Benefits Outline Summary

Attachment A

Provision	Eligible Retired Employees
Eligible Retired Employee (Full-Time) Monthly Contributions	<p><u>2013 New Hires</u></p> <ul style="list-style-type: none"> Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy. Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <p><u>2009 New Hires</u></p> <ul style="list-style-type: none"> Eligible Retired Employees who are Non-Medicare eligible will pay 50% of full cost of coverage*. Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p> <p><u>Current Employees</u> The contribution shall be the same as for a similarly situated active Current Employee.</p>
Eligible Retired Employees (Part-Time) Monthly Contributions	<p><u>2013 New Hires</u></p> <ul style="list-style-type: none"> Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy. Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <p><u>2009 New Hires</u></p> <ul style="list-style-type: none"> Eligible Retired Employees who are Non-Medicare eligible will pay 50% of full cost of coverage*. Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p> <p><u>Current Employees</u> The contribution shall be the same as for a similarly situated active Current Employees.</p>
Life Insurance	
Eligible Retired Employees Basic Life (Company Paid)	<p><u>2013 New Hires</u> \$15,000 Retiree Basic Life</p> <p><u>2009 New Hires</u> \$15,000 Retiree Basic Life</p> <p><u>Current Employees</u> 1X Annual Pay</p> <p>Note: For the purposes of Retiree Basic Life only, Annual Pay: Is the Employee's Rate of Pay as of 12/31/2009. Includes base wages, targeted commissions, team award, individual discretionary award, and miscellaneous pay, where applicable.</p>
Supplemental Life (Retiree Paid)	<p><u>2013 New Hires</u> Employees eligible for Supplemental Life coverage may add 1x annual pay to Supplemental Life coverage in effect at termination to replace the Basic Life coverage no longer available upon termination of employment. Contributions shall be the same as for a similarly situated active employee.</p> <p><u>2009 New Hires</u> Employees eligible for Supplemental Life coverage may add 1x annual pay to Supplemental Life coverage in effect at termination to replace the Basic Life coverage no longer available upon termination of employment. Contributions shall be the same as for a similarly situated active employee.</p> <p><u>Current Employees</u> No change from current plan except that contributions shall be the same as for a similarly situated active employee.</p>
Definition of Pay	<p><u>2012 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>
Vision	

IBEW System Council T-3 Benefits Outline Summary

Attachment A

Provision	Eligible Retired Employees
Eligible Retired Employees Vision Plan	<p><u>2013 New Hires</u> Eligible Retired Employees shall be eligible to participate in the AT&T Retiree Vision Care Program.</p> <p><u>2009 New Hires</u> Eligible Retired Employees shall be eligible to participate in the AT&T Retiree Vision Care Program.</p> <p><u>Current Employees</u> Eligible Retired Employees shall be eligible to participate in the AT&T Retiree Vision Care Program.</p> <p>Note: AIT Vision Plus Plan (Option 2) eliminated.</p>
Eligible Retired Employees Monthly Retiree Contributions	<p><u>2013 New Hires</u></p> <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy. • Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <p><u>2009 New Hires</u> Eligible Retired Employees will pay 100% of full cost of coverage* with no Company subsidy.</p> <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p> <p><u>Current Employees</u> Eligible Retired Employees will pay 100% of full cost of coverage* with no Company subsidy.</p> <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p>

Provision	Current Employees, 2009 New Hires, 2012 New Hires and Eligible Retired Employees
Voluntary	
Discretionary Program	AT&T Voluntary Benefits Platform (products offered as they may change from time to time).

IBEW System Council T-3 Benefits Outline Summary

Attachment B

Provision	Current Employees, 2009 New Hires and 2012 New Hires																																																									
Active Employees	AT&T National																																																									
Effective Date(s)	Health & Welfare: 1/1/2014																																																									
Eligibility																																																										
For Medical, Dental, Vision, CarePlus, and Life Insurance (unless otherwise specified)	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Follow provisions of the applicable plan: Medical – No change from current plan except for plan name change expected 2nd qtr. 2013 to AT&T Corp. Employee Medical Program Dental – AT&T Dental Plan (management provisions) Vision – AT&T Vision Plan (management provisions) Disability – Legacy AT&T Disability Benefits Program – no change from current plan CarePlus – name change expected 2nd qtr. 2013: AT&T CarePlus - A Supplemental Benefit Program Life Insurance – no change from current plan</p>																																																									
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	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> None.</p> <p>Note: No additional Company crediting. Current Employees and 2009 New Hires who have remaining account balances will continue to have access to those account balances subject to provisions of the Program.</p>																																																									
Medical																																																										
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> AT&T Medical Expense Plan for Occupational Employees</p> <p>Note: Plan Name change expected 2nd qtr. 2013 – AT&T Corp. Employee Medical Program The Company will continue to provide fully insured coverage options such as HMOs at the discretion of the Company.</p> <p>No change from current plan except as provided below.</p>																																																									
Eligibility for Company Subsidy	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>																																																									
Active (Full-Time) Monthly Contributions	<p><u>2013 New Hires</u></p> <p align="center">Contribution Amounts for those hired before 1/1/2014</p> <table border="0"> <thead> <tr> <th></th> <th><u>2014</u></th> <th><u>2015</u></th> <th><u>2016</u></th> <th><u>2017</u></th> </tr> </thead> <tbody> <tr> <td>Ind</td> <td>\$130</td> <td>\$135</td> <td>\$ 90</td> <td>\$105</td> </tr> <tr> <td>Fam</td> <td>\$280</td> <td>\$290</td> <td>\$195</td> <td>\$225</td> </tr> </tbody> </table> <p align="center">Contribution Amounts for those hired on or after 1/1/2014 and before 1/1/2015</p> <table border="0"> <thead> <tr> <th></th> <th><u>2014</u></th> <th><u>2015</u></th> <th><u>2016</u></th> <th><u>2017</u></th> </tr> </thead> <tbody> <tr> <td>Ind</td> <td>\$130</td> <td>\$135</td> <td>\$150</td> <td>\$105</td> </tr> <tr> <td>Fam</td> <td>\$280</td> <td>\$290</td> <td>\$320</td> <td>\$225</td> </tr> </tbody> </table> <p align="center">Contribution Amounts for those hired after 1/1/2015</p> <table border="0"> <thead> <tr> <th></th> <th><u>2015</u></th> <th><u>2016</u></th> <th><u>2017</u></th> </tr> </thead> <tbody> <tr> <td>Ind</td> <td>\$135</td> <td>\$150</td> <td>\$155</td> </tr> <tr> <td>Fam</td> <td>\$290</td> <td>\$320</td> <td>\$335</td> </tr> </tbody> </table> <p><u>2009 New Hires and Current Employees</u></p> <p align="center">Contribution Amounts</p> <table border="0"> <thead> <tr> <th></th> <th><u>2014</u></th> <th><u>2015</u></th> <th><u>2016</u></th> <th><u>2017</u></th> </tr> </thead> <tbody> <tr> <td>Ind</td> <td>\$ 45</td> <td>\$ 70</td> <td>\$ 90</td> <td>\$105</td> </tr> <tr> <td>Fam</td> <td>\$ 95</td> <td>\$150</td> <td>\$195</td> <td>\$225</td> </tr> </tbody> </table>		<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	Ind	\$130	\$135	\$ 90	\$105	Fam	\$280	\$290	\$195	\$225		<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	Ind	\$130	\$135	\$150	\$105	Fam	\$280	\$290	\$320	\$225		<u>2015</u>	<u>2016</u>	<u>2017</u>	Ind	\$135	\$150	\$155	Fam	\$290	\$320	\$335		<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	Ind	\$ 45	\$ 70	\$ 90	\$105	Fam	\$ 95	\$150	\$195	\$225
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IBEW System Council T-3 Benefits Outline Summary

Attachment B

Provision	Current Employees, 2009 New Hires and 2012 New Hires																				
Annual Deductibles	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> For 2014-2017:</p> <table> <tr> <td></td> <td align="center"><u>Network/PPO and ONA</u></td> <td align="center"><u>Non-Network/ Non-PPO</u></td> </tr> <tr> <td>Ind</td> <td align="center">\$ 500</td> <td align="center">\$1,300</td> </tr> <tr> <td>Fam</td> <td align="center">\$1,000</td> <td align="center">\$2,600</td> </tr> </table> <p>Annual Deductible Provisions: No change from current plan.</p>		<u>Network/PPO and ONA</u>	<u>Non-Network/ Non-PPO</u>	Ind	\$ 500	\$1,300	Fam	\$1,000	\$2,600											
	<u>Network/PPO and ONA</u>	<u>Non-Network/ Non-PPO</u>																			
Ind	\$ 500	\$1,300																			
Fam	\$1,000	\$2,600																			
General Copay/Coinsurance	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>																				
Office Visit Copay / Coinsurance	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>																				
Urgent Care Facility/Professional Services Copay / Coinsurance	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>																				
Emergency Room Facility/Professional Services Copay / Coinsurance	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>																				
Hospital Inpatient/Outpatient Facility/Professional Services Copay / Coinsurance	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>																				
Tests (all tests including x-ray, radiology, lab test, etc) Copay / Coinsurance	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>																				
Hearing Benefit	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>																				
Mental Health/Substance Abuse (MH/SA) Copay / Coinsurance	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>																				
Annual Out-of-Pocket Maximums (OOP)	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u></p> <table> <tr> <td></td> <td align="center" colspan="4">Out-of-Pocket Maximum Amounts (excluding Annual Deductible)</td> </tr> <tr> <td></td> <td align="center"><u>2014 Network/ Traditional Indemnity</u></td> <td align="center"><u>2014 Non- Network</u></td> <td align="center"><u>2015-2017 Network/ Traditional Indemnity</u></td> <td align="center"><u>2015-2017 Non-Network</u></td> </tr> <tr> <td>Ind</td> <td align="center">\$1,700</td> <td align="center">\$ 5,100</td> <td align="center">\$2,000</td> <td align="center">\$ 6,000</td> </tr> <tr> <td>Fam</td> <td align="center">\$3,400</td> <td align="center">\$10,200</td> <td align="center">\$4,000</td> <td align="center">\$12,000</td> </tr> </table> <p>Out-of-Pocket Maximum provisions: No change from current plan.</p>		Out-of-Pocket Maximum Amounts (excluding Annual Deductible)					<u>2014 Network/ Traditional Indemnity</u>	<u>2014 Non- Network</u>	<u>2015-2017 Network/ Traditional Indemnity</u>	<u>2015-2017 Non-Network</u>	Ind	\$1,700	\$ 5,100	\$2,000	\$ 6,000	Fam	\$3,400	\$10,200	\$4,000	\$12,000
	Out-of-Pocket Maximum Amounts (excluding Annual Deductible)																				
	<u>2014 Network/ Traditional Indemnity</u>	<u>2014 Non- Network</u>	<u>2015-2017 Network/ Traditional Indemnity</u>	<u>2015-2017 Non-Network</u>																	
Ind	\$1,700	\$ 5,100	\$2,000	\$ 6,000																	
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Attachment B

Provision	Current Employees, 2009 New Hires and 2012 New Hires																						
Prescription Drug Program (Rx)	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>Deductible: None.</p> <p>Out-of-Pocket Maximum:</p> <table style="margin-left: 40px;"> <tr> <td></td> <td style="text-align: center;"><u>2014-2017</u></td> </tr> <tr> <td>Ind</td> <td style="text-align: center;">\$1,200</td> </tr> <tr> <td>Fam</td> <td style="text-align: center;">\$2,400</td> </tr> </table> <p>Retail – Network Copays: (Up to 30-day supply, limited to 2 fills for maintenance)</p> <table style="margin-left: 40px;"> <tr> <td></td> <td style="text-align: center;"><u>2014-2017</u></td> </tr> <tr> <td>Generic</td> <td style="text-align: center;">\$10</td> </tr> <tr> <td>Formulary</td> <td style="text-align: center;">\$35</td> </tr> <tr> <td>Non-Formulary</td> <td style="text-align: center;">\$60</td> </tr> </table> <p>Retail – Non-Network Copays Participant pays the greater of the applicable Network copay or balance remaining after the plan pays 75% of Network retail cost.</p> <p>Mail Order Copays: (Up to 90-day supply)</p> <table style="margin-left: 40px;"> <tr> <td></td> <td style="text-align: center;"><u>2014-2017</u></td> </tr> <tr> <td>Generic</td> <td style="text-align: center;">\$ 20</td> </tr> <tr> <td>Formulary</td> <td style="text-align: center;">\$ 70</td> </tr> <tr> <td>Non-Formulary</td> <td style="text-align: center;">\$120</td> </tr> </table> <p>The following provisions will apply:</p> <ul style="list-style-type: none"> • Mandatory mail order for maintenance Rx – Applies after second fill at retail. • Specialty pharmacy program • Personal Choice – 100% participant-paid • Mandatory Generic 		<u>2014-2017</u>	Ind	\$1,200	Fam	\$2,400		<u>2014-2017</u>	Generic	\$10	Formulary	\$35	Non-Formulary	\$60		<u>2014-2017</u>	Generic	\$ 20	Formulary	\$ 70	Non-Formulary	\$120
	<u>2014-2017</u>																						
Ind	\$1,200																						
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	<u>2014-2017</u>																						
Generic	\$ 20																						
Formulary	\$ 70																						
Non-Formulary	\$120																						
Employee Assistance Program (EAP)																							
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan except for plan name change expected 2nd qtr. 2013 to AT&T Employee Assistance Program.</p>																						
Visit Limit	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Up to 5 visits per issue per year.</p>																						
Disability																							
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Legacy AT&T Disability Benefits Program</p>																						
Short Term Disability (STD)	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>																						
Long-Term Disability (LTD)	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>																						
Dental																							
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> AT&T Dental Plan (management provisions)</p> <ul style="list-style-type: none"> • Dental PPO • DHMO (available at the discretion of the Company) 																						
Eligibility	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Company subsidy begins on first day of the month in which 6 months net credited service (NCS) is attained (also referred to as term of employment (TOE)).</p>																						

IBEW System Council T-3 Benefits Outline Summary

Attachment B

Provision	Current Employees, 2009 New Hires and 2012 New Hires										
Active (Full-Time) Monthly Contributions	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Dental PPO or DHMO (if available) for 2014-2017:</p> <table border="0" style="margin-left: 40px;"> <tr> <td></td> <td align="center"><u>Contribution</u></td> </tr> <tr> <td></td> <td align="center"><u>Amounts*</u></td> </tr> <tr> <td>Ind</td> <td align="center">\$ 3</td> </tr> <tr> <td>Ind +1</td> <td align="center">\$ 9</td> </tr> <tr> <td>Fam</td> <td align="center">\$16</td> </tr> </table>		<u>Contribution</u>		<u>Amounts*</u>	Ind	\$ 3	Ind +1	\$ 9	Fam	\$16
	<u>Contribution</u>										
	<u>Amounts*</u>										
Ind	\$ 3										
Ind +1	\$ 9										
Fam	\$16										
Active (Part-Time) Monthly Contributions	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Based on Scheduled hours/week: <ul style="list-style-type: none"> • Greater than or equal to 20 hours = 50% of full cost of coverage.* • Less than 20 hours = 100% of full cost of coverage* with no Company subsidy. <p>* Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p> </p>										
Deductible	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Network and ONA: \$25 per individual per year Non-Network: \$50 per individual per year</p>										
Annual Maximum Benefit	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Network and ONA: \$1,750 per individual* Non-Network: \$1,300 per individual*</p> <p>*Not to exceed \$1,750 combined Network/Non-Network</p>										
Orthodontic Lifetime Maximum	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Network and ONA: \$2,000 per individual* Non-Network: \$1,400 per individual*</p> <p>*Not to exceed \$2,000 combined Network/Non-Network</p>										
Coverage Levels	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Dental PPO Coinsurance</p> <p>Class I (Diagnostic/Preventive): Network and ONA*: 100%, Ded. Waived Non-Network***: 100%, Ded. Waived</p> <p>Class II (Basic restorative – fillings, extractions, periodontal treatment/maintenance): Network and ONA*: 90%, after deductible Non-Network***: 70%, after deductible</p> <p>Class III (Major restorative – crowns, dentures, bridgework): Network and ONA*: 80%, after deductible Non-Network***: 50%, after deductible</p> <p>Class IV (Orthodontia): Network and ONA*: 80%, after deductible Non-Network***: 50%, after deductible</p> <p>Notes: *For ONA, paid at Network contracted rate. **For Non-Network paid based on reasonable and customary amounts.</p>										
Outside Network Area (ONA)	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u></p> <ul style="list-style-type: none"> • ONA benefit provided to employees who reside in a zip code which does not meet the network standards. • ONA benefits are equivalent to PPO Network benefits. • Enrollees who are in Network will be offered the PPO option only. • Enrollees who are located outside the Network zip code criteria will be offered the ONA option only. 										
Vision											
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> AT&T Vision Plan (management provisions)</p>										
Eligibility	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Company subsidy begins on first day of the month in which 6 months net credited service (NCS) is attained (also referred to as term of employment (TOE)).</p>										

IBEW System Council T-3 Benefits Outline Summary

Attachment B

Provision	Current Employees, 2009 New Hires and 2012 New Hires								
Active (Full-Time) Monthly Contributions	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> For 2014-2017:</p> <table border="0"> <tr> <td align="center" colspan="2"><u>Contribution Amounts*</u></td> </tr> <tr> <td>Ind</td> <td>\$2.50</td> </tr> <tr> <td>Ind +1</td> <td>\$5.00</td> </tr> <tr> <td>Fam</td> <td>\$7.00</td> </tr> </table>	<u>Contribution Amounts*</u>		Ind	\$2.50	Ind +1	\$5.00	Fam	\$7.00
<u>Contribution Amounts*</u>									
Ind	\$2.50								
Ind +1	\$5.00								
Fam	\$7.00								
Active (Part-Time) Monthly Contributions	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Based on Scheduled hours/week: • Greater than or equal to 20 hours = 50% of full cost of coverage*. • Less than 20 hours = 100% of full cost of coverage* with no Company subsidy.</p> <p>* Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p>								
Coverage Levels	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>Exam: 1 exam per 12 months</p> <ul style="list-style-type: none"> • Network: \$0 Co-Pay • Non-Network: \$28 allowance towards exam cost <p>Frame Allowance: 1 pair per 12 months</p> <ul style="list-style-type: none"> • Network: \$130 allowance towards frame cost • Non-Network: \$30 allowance towards frame cost <p>Lenses Allowance: 1 set per 12 months Network: \$0 Co-pay/co-insurance Covers std. plastic lenses: Single, Bi-focal, Tri-focal, Lenticular, Progressive + Polycarbonate at 100% Non-Network: \$30-\$80 allowance towards lenses</p> <p>Contact Lenses Allowance: Allowance per 12 months Network: \$150 allowance Non-Network: \$150 allowance</p> <p>2nd Pair Benefit: Network Only: Allows for a 2nd pair of glasses or contact lenses allowance after the first pair benefit is utilized, per 24 months.</p>								
Flexible Spending Account (FSA)									
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan, except those that are mandated by healthcare reform legislation (PPACA).</p>								
Contribution Minimum/Maximums	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan, except those that are mandated by healthcare reform legislation (PPACA).</p>								
CarePlus									
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Change name to "AT&T CarePlus – A Supplemental Benefit Program" expected 2nd qtr. 2013</p>								
Monthly Contributions	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>								
General Benefits	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Expand benefits which may be offered under CarePlus to include any benefits determined by the Company to be beneficial to Plan participants. Company retains the unilateral right to change, modify, amend and discontinue the expanded benefits offered under CarePlus.</p>								
Life Insurance									
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan</p>								
Active Benefits	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan except as provided below:</p> <p>Accelerated Death Benefit – Available when life expectancy is 24 months or less. Minimum Distribution: 25% of total life insurance benefit. Maximum Distribution: lesser of 75% of total life insurance benefit or \$1M.</p> <p>Note: Contribution amounts are subject to annual adjustments.</p>								
Definition of Pay	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>								
Long-Term Care									
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> AT&T Consolidated Long-Term Care Insurance Plan</p>								

IBEW System Council T-3 Benefits Outline Summary

Attachment B

Provision	Current Employees, 2009 New Hires and 2012 New Hires
Coverage	<p><u>2013 New Hires</u> Not available; closed to new entrants as of 5/1/2012.</p> <p>2009 New Hires and Current Employees Participants currently enrolled may remain in the plan; closed to new entrants as of 5/1/2012.</p>
Adoption	
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>
Coverage	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>
Commuter	
Plan	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>
Coverage	<p><u>2013 New Hires, 2009 New Hires and Current Employees</u> Pre-tax deductions for parking and mass transit. 2013 Internal Revenue Service (IRS) limits: \$245 parking; \$125 mass transit.</p> <p>Eligible expense and monthly limits follow IRS Code Section 132 Regulations.</p> <p>Note: Annual adjustments apply.</p>

IBEW System Council T-3 Benefits Outline Summary

Attachment B

Provision	Eligible Retired Employees
Retiree Provisions	Effective 1/1/2014 for AT&T National: Applicable for the term of the Agreement to Eligible Retired Employees who terminate during the term of the Agreement.
Medical	
Plan	Eligible Retired Employees shall be eligible to participate in the same plan as a similarly situated active Current Employee, 2009 New Hire or 2013 New Hire except as noted in the sections below.
Eligible Retired Employees (Full-Time) Monthly Contributions	<p><u>2013 New Hires</u></p> <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy. • Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <p><u>2009 New Hires</u></p> <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will pay 50% of full cost of coverage*. • Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p> <p><u>Current Employee</u> The contribution shall be the same as for a similarly situated active Current Employee.</p>
Eligible Retired Employees (Part-Time) Monthly Contributions	<p><u>2013 New Hires</u></p> <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy. • Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <p><u>2009 New Hires</u></p> <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will pay 50% of full cost of coverage*. • Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p> <p><u>Current Employees</u> The contribution shall be the same as for a similarly situated active Current Employee.</p>
Medicare Part-B Premium Reimbursement	<p><u>2013 New Hires and 2009 New Hires</u> Not Eligible.</p> <p><u>Current Employees</u> No change from current plan.</p>
Definition of Pay	<u>2013 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.
Health Reimbursement Account (HRA)	<u>2013 New Hires, 2009 New Hires and Current Employees</u> None. Note: No additional Company crediting. Current employees and 2009 New Hires who have remaining account balances will continue to have access to those account balances subject to provisions of the Program.
CarePlus	
Plan	Change name to "AT&T CarePlus – A Supplemental Benefit Program" expected 2 nd qtr. 2013
Monthly Contributions	Eligible Retired Employees shall be eligible to participate in AT&T CarePlus – A Supplemental Benefit Program at the same contribution level as active Current Employees, 2013 New Hires and 2009 New Hires.
General Benefits	Expand benefits which may be offered under CarePlus to include any benefits determined by the Company to be beneficial to Plan participants. Company retains the unilateral right to change, modify, amend and discontinue the expanded benefits offered under CarePlus.
Dental	
Plan	Eligible Retired Employees shall be eligible to participate in the same plan as similarly situated active Current Employees, 2009 New Hires, or 2013 New Hires except as noted in the sections below.

IBEW System Council T-3 Benefits Outline Summary

Attachment B

Provision	Eligible Retired Employees
Eligible Retired Employee (Full-Time) Monthly Contributions	<p><u>2013 New Hires</u></p> <ul style="list-style-type: none"> Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy. Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <p><u>2009 New Hires</u></p> <ul style="list-style-type: none"> Eligible Retired Employees who are Non-Medicare eligible will pay 50% of full cost of coverage*. Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p> <p><u>Current Employees</u> The contribution shall be the same as for a similarly situated active Current Employee.</p>
Eligible Retired Employees (Part-Time) Monthly Contributions	<p><u>2013 New Hires</u></p> <ul style="list-style-type: none"> Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy. Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <p><u>2009 New Hires</u></p> <ul style="list-style-type: none"> Eligible Retired Employees who are Non-Medicare eligible will pay 50% of full cost of coverage*. Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p> <p><u>Current Employees</u> The contribution shall be the same as for a similarly situated active Current Employees.</p>
Life Insurance	
Eligible Retired Employees Basic Life (Company Paid)	<p><u>2013 New Hires</u> \$15,000 Retiree Basic Life</p> <p><u>2009 New Hires</u> \$15,000 Retiree Basic Life</p> <p><u>Current Employees</u> 1X Annual Pay</p> <p>Note: For the purposes of Retiree Basic Life only, Annual Pay: Is the Employee's Rate of Pay as of 12/31/2009. Includes base wages, targeted commissions, team award, individual discretionary award, and miscellaneous pay, where applicable.</p>
Supplemental Life (Retiree Paid)	<p><u>2013 New Hires</u> Employees eligible for Supplemental Life coverage may add 1x annual pay to Supplemental Life coverage in effect at termination to replace the Basic Life coverage no longer available upon termination of employment. Contributions shall be the same as for a similarly situated active employee.</p> <p><u>2009 New Hires</u> Employees eligible for Supplemental Life coverage may add 1x annual pay to Supplemental Life coverage in effect at termination to replace the Basic Life coverage no longer available upon termination of employment. Contributions shall be the same as for a similarly situated active employee.</p> <p><u>Current Employees</u> No change from current plan except that contributions shall be the same as for a similarly situated active employee.</p>
Definition of Pay	<p><u>2012 New Hires, 2009 New Hires and Current Employees</u> No change from current plan.</p>
Vision	
Eligible Retired Employees Vision Plan	<p><u>2013 New Hires</u> Eligible Retired Employees shall be eligible to participate in the AT&T Retiree Vision Care Program.</p> <p><u>2009 New Hires</u> Eligible Retired Employees shall be eligible to participate in the AT&T Retiree Vision Care Program.</p> <p><u>Current Employees</u> Eligible Retired Employees shall be eligible to participate in the AT&T Retiree Vision Care Program.</p>

IBEW System Council T-3 Benefits Outline Summary

Attachment B

Provision	Eligible Retired Employees
Eligible Retired Employees Monthly Retiree Contributions	<p><u>2013 New Hires</u></p> <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy. • Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <p><u>2009 New Hires</u> Eligible Retired Employees will pay 100% of full cost of coverage* with no Company subsidy.</p> <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p> <p><u>Current Employees</u> Eligible Retired Employees will pay 100% of full cost of coverage* with no Company subsidy.</p> <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p>
Provision	Current Employees, 2009 New Hires, 2012 New Hires and Eligible Retired Employees
Voluntary Discretionary Program	AT&T Voluntary Benefits Platform (products offered as they may change from time to time).