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FEB 12 2015

Stephen Baiter, Executive Director  
Contra Costa County  
Workforce Development Board  
300 Ellinwood Way, 3<sup>rd</sup> Floor  
Pleasant Hill, California 94520

RE: Notice Pursuant to the California WARN Act, Labor Code Section 1400 et seq.  
and the Federal Worker Adjustment and Retraining Notification Act of 1988

Dear Mr. Baiter:

Pursuant to California and federal law, I am notifying you that various organizations within AT&T will be eliminating 74 jobs at 2600 Camino Ramon, San Ramon, California. Set out below is a breakdown of that number.

AT&T Global Customer Service

AT&T Global Customer Service will be eliminating 72 non-management positions at 2600 Camino Ramon, San Ramon, California.

The elimination of these jobs at 2600 Camino Ramon, San Ramon, California is expected to be permanent and employees do not have the right to bump another employee out of his or her job.

Three employees were notified of their surplus status on December 15, 2014. The process outlined in the 2012 Collective Bargaining Agreement between the Company and the Communications Workers of America has been and will be followed. This includes opportunities for employees to voluntarily elect to leave employment with severance benefits. The separation process for non-management employees who do not elect to leave with severance benefits will continue until each affected employee has been given at least one job offer for another position and an opportunity to accept or reject that offer. All non-management employees who accept such a job offer will not be terminated. If an employee declines a job offer in a category specified in the Collective Bargaining Agreement, starting April 13, 2015, the employee will be removed from the payroll.



The affected job title and the number are:

<u>Title</u>	<u>Number</u>
Communications Technician	40
CSDG Assembler	25
Service Order Administrator	6
Senior Operations Clerk	1

AT&T Mobility Marketing

AT&T Mobility Marketing will be eliminating one management position. The employee was given a Surplus Notification letter and has 60 days to find another position, and if at the end of that 60 days he/she has not found another position, the employee will be removed from the payroll.

<u>Title</u>	<u>Number</u>
Senior Merchandising Manager	1

AT&T Mobility Customer Solutions Center

AT&T Mobility Customer Solutions is eliminating one management position. The employee was given a Surplus Notification Letter and has 60 days to find another position, and if at the end of that 60 days he/she has not found another position, the employee will be removed from the payroll.

<u>Title</u>	<u>Number</u>
Senior Specialist Applications Developer	1

This letter is intended to satisfy any statutory notice requirement under the federal Worker Adjustment and Retraining Notification Act and the California WARN Act. By providing this notice the Company does not concede that these Acts apply or that notice is otherwise required.

You may contact me at (925) 823-2777 if you have any questions about this notification.

Very truly yours,

Loretta Walker  
Vice President, External Affairs–Bay Area, Employee Engagement and Communications