

**AGREEMENT RELATED TO COMPENSATION CHANGES  
DURING ORANGE CONTRACT HIATUS**

AT&T Mobility Services LLC ("Company") agrees to implement the compensation changes referenced below within the Mobility Orange contract footprint in exchange for the Communications Workers of America's ("Union") agreement to waive any challenge, including the Union's right to file charges with the NLRB or any other administrative agency, with respect to these changes. These compensation changes will be implemented as described below.

The following changes are effective September 1, 2017 through October 31, 2017.

Effective September 1, 2017, Digital Experience sales and activations will be included in the Wireless, Protection, and Accessory component buckets and will count towards the targets for attainment calculation. This change will expire on October 31, 2017.

The last RSC to access the customer account verified is eligible for commission credit for select activities performed by the existing customer using the myAT&T app and/or ATT.com within the 30-day window after their last store visit. Components included are:

Category	Components
Wireless	Wireless Unit
Protection	Protection Total Revenue
Accessories	Accessory Sales Revenue

- Activity will be refreshed in myComp reporting every Monday, Wednesday, and Friday within the individual component buckets, along with regular sales activity for the month.
- Digital Sales compensation treatment applies to existing customers only.
- Reconciles will follow the regular process.
- Entertainment sales/activations are excluded from Rollover Chargeback Credits.
- Small Business Digital sales activity are excluded.
- When a customer interacts with multiple RSCs within the 30-day window after their last store visit, the sale will be credited to the last RSC the customer interacted with prior to the digital purchase.
- All sales/activations are subject to chargeback within the 180-day vesting period.
- Digital Sales will count towards mySuccess Metrics and Summit

Effective September 1, 2017, the Entertainment component cap will be lifted, meaning employees can achieve over 200% on Entertainment sales. This change will expire on October 31, 2017.

**Rollover Chargeback Credits**

If	Then
There is no cap on attainment	Rollover Chargeback Credits are not accrued.
Component attainment is greater than 200%	The number of sales over 200% attainment is the number of chargeback credits accrued that may apply in the following commission month.

Seller earns Rollover Chargeback Credits from the previous commission month	Accrued Rollover Chargeback Credits are available to be applied in the following commission month.
In the following commission month <b>two</b> Wireless units chargebacks are in myComp	<b>Two</b> Rollover Chargeback Credits accrued from the previous commission month will be applied to the Wireless unit
Seller has Rollover Chargeback Credits and no chargebacks for the current commission	Rollover Chargeback Credits are not applied and will expire.

In the Company's discretion, monthly targets will be adjusted, as needed, in September and October 2017. The Company will provide the union with a copy of the targets when they are available.

This agreement is non-precedent setting and without prejudice or waiver of the parties' respective legal positions on other alleged changes to the status quo of employees' terms and conditions of employment, including without limitation whether the Company is lawfully entitled to unilaterally implement and/or modify incentives or make other types of compensation-related changes consistent with existing CBA language and past practice such as the adjustment of commission targets during the Orange Contract hiatus.

AGREED TO:

For the Company:

Steve Frost  
 AVP—Labor Relations  
 AT&T Mobility Services LLC

By: 

Date: 8/25/2017

For the Union:

Pat Telesco  
 Area Director  
 Communications Workers of America

By: 

Date: 8/25/17