



November 3, 2017

TO: AT&T SE Local Presidents, District 3 Staff & Secretaries

FROM: Nicholas E.M. Hawkins, Assistant to the Vice President, District 3

SUBJ: BST – 2017 Success Sharing Plan

As information, we received the following notification from AT&T SE Labor Relations:

The SSP payout for eligible full-time employees for the 2017 Success Sharing Plan is \$294.

The following describes how the award is calculated. Each eligible employee receives an award of 150 Success Units that are multiplied by the increase in stock price during the award year, plus dividends declared during that same period.

Dividends were declared four times during the award year at a rate of \$0.49 per share. The stock price declined from Oct. 3, 2016 to Sept. 29, 2017, resulting in no payout for the stock price component. Therefore, the calculation is 150 Success Units multiplied by the dividends declared (\$0.49 x 4) – which equals \$294.

The 2017 SSP payment will be made on the Nov. 17, 2017 or Nov. 22, 2017 paycheck, depending on the employee's payroll cycle.

As always, should you have any questions or concerns surrounding this issue, please feel free to contact me at the District 3 Office.

cc: Richard Honeycutt, Vice President, District 3
Billy O'Dell, Administrative Director to the Vice President
John Quinn, District 3 Legal Counsel