

Wireline & DSL Discounts

Employee Discount Program
Active Employees

Revised December 2019



The Program

All active employees (full-time and part-time) on U.S. payroll are eligible for a Wireline and DSL discount based on service availability at their primary home address.

The discount you're eligible to receive depends on where you live and whether you are a management or bargained employee. Discounted service is only available at your primary home address on file with Payroll, which is the address shown in [eLink](#).

You have to agree to the [Terms & Conditions](#) to participate in the Wireline and DSL discount offered through the Employee Discount Program.

General Program Eligibility

- Management employees are eligible for either the 9 State In-Region, 12 State In-Region or Out of Region (OOR) Discount unless they are eligible for the Legacy BellSouth Discount.
- Bargained employees are eligible for a discount based on their bargaining unit or region.
- Bargained Mobility employees are not eligible for a discount on Wireline or DSL.
- Employees with a primary home address in U.S. Territories (including Puerto Rico, Guam and the U.S. Virgin Islands) are not eligible for a Wireline and DSL discount.
- Non-management non-union employees align to the respective management discount based on their primary home address.
- Rehired retired employees are eligible for a Wireline and DSL discount based on whether they are rehired as a management or bargained employee. They cannot retain their previous retiree discount after they're rehired.
- Employees must have discounted AT&T local service to be eligible for a DSL discount.

International employees on International payroll (including employees on International assignments), non-payroll workers/contractors, and student interns are not eligible for a Wireline or DSL discount.



Quick Reference

Management Wireline Discounts

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12 State In-Region Discount

Out-of-Region (OOR) Discount

Non-Management Wireline Discounts

Midwest Region Discount

Southwest Region Discount

West Region Discount

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Legacy Wireline Discounts

Legacy AT&T Discount

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Enrolling in the Wireline Discount

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Program Information



Management Wireline Discounts

9 State In-Region Discount

This discount is available to management employees who live in AT&T's local service footprint in Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina and Tennessee who are not covered by a legacy wireline policy.

Discount availability is dependent on service availability at your primary home address on file with Payroll, which is the address shown in [eLink](#).

Detailed Discount Information

Plans & Features	Discount*
One Residential Flat-Rate Access Line	No Cost
Available Vertical Features	No Cost
Unlimited Direct Dialed Domestic Long-Distance Service	No Cost
Additional Lines (Max 2) **	No Cost
Non-Recurring Installation Charges (i.e., Setting Up New Service and/or Installing Up to Six New Jacks)	No Cost
Wire Maintenance Plan	No Cost
411 or Directory Assistance Calls	No Discount

*Employees are responsible for all applicable taxes, fees and surcharges.

**Federal End User Common Line Charges (EUCL) are added to the monthly bill for additional lines.

Note: You receive the plans and features at no cost if you have eBill with paper suppression. If you do not have eBill with paper suppression, you do not receive this discount. We reserve the right to change your account with discounted service to eBill with paper suppression with notification to your work email address. If you opt out eBill with paper suppression, your discount may be removed.



12 State In-Region Discount

This discount is available to management employees who live in AT&T's local service footprint in Arkansas, California, Illinois, Indiana, Kansas, Michigan, Missouri, Nevada, Ohio, Oklahoma, Texas and Wisconsin who are not covered by a legacy wireline policy.

Discount availability is dependent on service availability at your primary home address on file with Payroll, which is the address shown in [eLink](#).

Detailed Discount Information

Plans & Features	Discount*
Core Package <ul style="list-style-type: none"> • One Residential Flat-Rate Access Line • Available Vertical Features • Unlimited AT&T Voice Discount Plan Plus Domestic Long Distance 	No Cost
Additional Line Option 1** – One Residential Flat-Rate Access Line***	\$6
Additional Line Option 2** – One Residential Flat-Rate Access Line, Long Distance and Available Vertical Features***	\$20
Non-Recurring Installation Charges (i.e., Setting Up New Service and/or Installing Up to Six New Jacks)	No Cost

*Other than as shown, prices do not include applicable fees and/or taxes. Employees are responsible for all applicable taxes, fees and surcharges.

**Federal End User Common Line Charges (EUCL) are added to the monthly bill for additional lines.

***Employees can have two additional lines with any combination of Option 1 or Option 2.

Note: You receive the core package at no cost if you have eBill with paper suppression. If you do not have eBill with paper suppression, Management and non-management, non-union employees who do not have eBill with paper suppression receive you receive the core package for \$20, plus applicable fees, surcharges, taxes, and monthly recurring fees for additional features. We reserve the right to change your account with discounted service to eBill with paper suppression with notification to your work email address. If you opt out of eBill with paper suppression, your discount may be removed.



Out-of-Region (OOR) Discount

This discount is available to management employees who live outside AT&T's local service footprint in the domestic U.S. and are not covered by a legacy wireline policy. Employees with a primary home address in U.S. Territories (including Puerto Rico, Guam and the U.S. Virgin Islands) are not eligible to participate.

Discount availability is dependent on service availability at your primary home address on file with Payroll, which is the address shown in [eLink](#).

When an employee's primary residence is outside the AT&T local service area, either inside or outside the 9 State and 12 State footprint and have local wireline service from another phone provider that is not AT&T, but billed by AT&T, these services are identified as "resold" local services and are not considered AT&T local services AT&T owns. These services are aligned to the Out-of-Region Discount.

Detailed Discount Information

Plans & Features	Discount*
Domestic Long Distance	No Cost
International Long Distance	No Discount

*Employees are responsible for all applicable taxes, fees and surcharges.

Note: You receive the plans and features at no cost if you have eBill with paper suppression. If you do not have eBill with paper suppression, you do not receive this discount. We reserve the right to change your account with discounted service to eBill with paper suppression with notification to your work email address. If you do not want eBill with paper suppression, your discount may be removed.



Non-Management Wireline Discounts

Midwest Region Discount

This discount is available to non-management employees in Midwest Bargaining Units (CAT9, CAT5, CBT5, CAT1, CBT1, CAT7, CBT7, CAT3, CBT3, CCT8, CATE, CCGT, CCTE, IAT9, IBT9, IAT8, IDTE, IATE, ICTE, IBTE, IE1A, EIT8, and IZGT) who live in AT&T's local service footprint in Illinois, Indiana, Michigan, Ohio and Wisconsin after 6 months of net-credited service (NCS) (12 months of service in Michigan) with the exception of employees on the job keys/titles in [Appendix A](#) eligible for the 12 State In-Region Discount.

Detailed Discount Information – Eligible Employees in AT&T's Local Service Footprint with Less than 30 Years of Service

<i>Plans & Features</i>	<i>Discount</i>
Access or Subscriber Line Charges, Surcharge Fees- Federal	50%
Access or Subscriber Line Charges, Surcharge Fees- State (excluding Michigan)	50%
Available Features (May vary by state and some exclusions apply)	50%
Jacks (Limits vary by state)	50%
Premise Work	50%
Service Order Charges	50%
Voice Messaging Service	50%

The discount on specific plans and/or features may vary by state and depend on availability in your area:

For more detailed information on Illinois, [click here](#).

For more detailed information on Indiana, [click here](#).

For more detailed information on Michigan, [click here](#).

For more detailed information on Ohio, [click here](#).

For more detailed information on Wisconsin, [click here](#).



Detailed Discount Information – Eligible Employees in AT&T’s Local Service Footprint with More than 30 Years of Service

<i>Plans & Features</i>	<i>Discount</i>
Access or Subscriber Line Charges, Surcharge Fees- Federal	100%
Access or Subscriber Line Charges, Surcharge Fees- State (excluding Michigan)	100%
Available Features (May vary by state and some exclusions apply)	50% or 100%
Jacks (Limits vary by state)	100%
Premise Work	100%
Service Order Charges	100%
Voice Messaging Service	50%

The discount on specific plans and/or features may vary by state and depend on availability in your area:

For more detailed information on Illinois, [click here](#).

For more detailed information no Indiana, [click here](#).

For more detailed information on Michigan, [click here](#).

For more detailed information on Ohio, [click here](#).

For more detailed information on Wisconsin, [click here](#).

Detailed Discount Information – Eligible Employees Outside of AT&T’s Local Service Footprint

Eligible employees with a net-credited service date (NCS) on or before 9/1/1990 in Illinois, Indiana, Ohio and Wisconsin or 3/1/1990 in Michigan whose primary home address is outside of AT&T’s local service footprint may be reimbursed for wireline services at the same discount level applied to similar in-region services. Reimbursement will be determined at the approval of the employee’s department. See the detailed discount information sections based on your years of service to determine your discount.

Helpful Tip: Refer to the [Reimbursement Guidelines & Forms](#) section for information on how to request a reimbursements and links to the reimbursement form for your region.



Southwest Region Discount

This discount is available to non-management employees in Southwest Bargaining Units (CAV3, CAT8, and CAGT) who live in AT&T's local service footprint in Arkansas, Kansas, Missouri, Oklahoma and Texas with the exception of employees on the job keys/titles in [Appendix A](#) eligible for the 12 State In-Region Discount.

Program Specific Guidelines

- Discounted service may be furnished at two locations for a reasonable period during the transfer of an employee from one location to another (30-day maximum), during the temporary assignment of an employee at another location, or when two or more employees share the same primary home address.

Detailed Discount Information – Eligible Employees in AT&T's Local Service Footprint with Less Than 30 Years of Service

<i>Plans & Features</i>	<i>Discount*</i>
Call Forwarding Busy Line Don't Answer	\$1.00
Access or Subscriber Line Charges, Surcharge Fees – Federal and State	50%
Excess Mileage – OBRA – (Outside Base Rate Area Mileage- Missouri ONLY)	50%
Extra Listing (Only One Extra Listing)	50%
Available Vertical Features	50%
Intralata Tolls	10%
Local Line (Basic Exchange Service for One Primary Residential Line with Touch Tone)	50%
Non-Recurring Installation***	50%
Pre-wire Jacks (By AT&T Southwest When Performed by an AT&T Affiliated Company, Where Applicable)	50%
Local Municipal, County, federal, state Taxes	50%
Universal Call Notes & Universal Call Notes Plus	20%

*Employees are responsible for all applicable taxes, fees and surcharges.

**Must be separately billed account – cannot be added to the concession account.

***Charges associated with establishing access lines, including excess construction charges beyond tariff regulations not covered by this concession plan, time sensitive installation, time sensitive repair, jacks, and pre-wire by AT&T Southwest (when performed by an AT&T Affiliated Company, where applicable).



Detailed Discount Information – Eligible Employees in AT&T’s Local Service Footprint with More than 30 Years of Service

<i>Plans & Features</i>	<i>Discount*</i>
Call Forwarding Busy Line Don't Answer	\$1.00
Access or Subscriber Line Charges, Surcharge Fees – Federal	100%
Access or Subscriber Line Charges, Surcharge Fees - State	100%
Excess Mileage – OBRA – (Outside Base Rate Area Mileage- Missouri ONLY)	100%
Extra Listing (Only One Extra Listing)	100%
Available Vertical Features	100%
Intralata Tolls	10%
Local Line (Basic Exchange Service for One Primary Residential Line with Touch Tone)	100%
Non-Recurring Installation***	100%
Pre-wire Jacks (By AT&T Southwest When Performed by an AT&T Affiliated Company, Where Applicable)	100%
Local Municipal, County, federal, state Taxes	100%
Universal Call Notes	20%
Universal Call Notes Plus	20%

*Employees are responsible for all applicable taxes, fees and surcharges.

**Must be separately billed account – cannot be added to the concession account.

***Charges associated with establishing access lines, including excess construction charges beyond tariff regulations not covered by this concession plan, time sensitive installation, time sensitive repair, jacks, and pre-wire by AT&T Southwest (when performed by an AT&T Affiliated Company, where applicable).

Detailed Discount Information – Eligible Employees Outside of AT&T’s Local Service Footprint

Eligible employees with a net-credited service date (NCS) on or before 1/1/1996 whose primary home address is outside of AT&T's local service footprint may be reimbursed for wireline services at the same discount level applied to similar in-regions services if service was established at their primary home address on or before 1/1/1996. If there is a change to the employee's primary home address, the employee becomes ineligible for reimbursement. Reimbursement will be determined at the approval of the employee's department.

Helpful Tip: Refer to the [Reimbursement Guidelines & Forms](#) section for information on how to request a reimbursements and links to the reimbursement form for your region.



West Region Discount

This discount applies to bargained employees in West Bargaining units (CAF9, CAF8, CBT8, CBGT, CBTE and OAF9) who live in AT&T's local service footprint in California and Nevada with the exception of bargained employees on the job keys/titles in [Appendix A](#) eligible for the 12 State In-Region Discount.

Program Specific Guidelines

- The billing name must be the employee's full name (first name, middle name/initial, and last name).
- The listed name may be different from the billing name, but it must contain the employee's last name.
- The directory listing must be in the name of the employee or the employee's spouse (if the spouse's last name is the same).
- Employees must choose selective blocking.
- Employees who leave the company (by resignation or termination) must contact the [Employee Discount Program Support Center](#) immediately to remove their discount. The employee will be retroactively billed at the regular consumer rate(s) if the employee does not notify the Employee Discount Program Support Center and the discount removal is delayed.
- Retroactive concessions may be limited to a maximum credit of 6 months.

Discount/Concession Classes

Discount/Concession Class	Class Description
Class A*	Employees who reached 30+ Years of Service on or before 12/31/2000 AND had a "C" Concession on or before 12/31/1998.
Class C*	Employees who have an NCS date on or before 12/31/1998 AND had a "C" Concession on or before 12/31/1998.
Class D*	Employees in Class A who had a Second Home line established on or before 12/31/1998. Any change to this concession cancels this concession.
Class E	Employees hired after 12/31/1998, and employees who did not have a concession before 1/1/1999.

**These are grandfathered discount/concession classes. If you discontinue service, you will lose your grandfathered discount/concession class, and be moved to Discount/Concession Class E. If you move from inside AT&T's local service area to outside AT&T's local service area, you will lose your discount/concession. If you move from outside AT&T's local service area to inside AT&T's local service area, you will lose your original discount/concession and be moved to Discount/Concession Class E.*



Detailed Discount Information – Eligible Employees in AT&T’s Local Service Footprint

Eligible employees must subscribe to AT&T for their local and intraLATA toll service and AT&T Long Distance for their long-distance service. Your discount is based on your concession class.

Plans & Features	Discount*			
	A	C	D	E
Basic Exchange Service (One Primary Residential Line, End User Access Charge, and Suburban Mileage)	100%	50%	100%	N/A
Line Extension Maximum Credit	\$100	\$100	\$100	N/A
Inter-Service Area Call Allowance (Outside the LATA) Maximum	N/A	N/A	N/A	N/A
Intra-Service Area Call Allowance (within the LATA) Maximum	\$20	N/A	N/A	N/A
Zone Usage Measurement (ZUM) Call Allowance Maximum (Pacific Bell Service Area Only)	\$20	N/A	N/A	N/A
Wire Pro (Nevada Bell Service Area Only)	100%	50%	100%	N/A
Charges to Install or Change Service**	100%	50%	100%	N/A
Vertical Features***	100%	100%	N/A	100%

*Employees are responsible for all applicable taxes, fees and surcharges.

**Includes Central Office Hook Up Only, Changing Billing Name to the Name of the Employee to Establish the Concession, and Establishing a Handicap Discount.

***Vertical features include Anonymous Call Rejection, Busy Call Forwarding, Call Forwarding, Call Return, Call Screen, Call Waiting, Call Waiting ID, Caller ID with Name and Number, Delayed Call Forwarding, Priority Ringing, Remote Access to Call Forwarding, Report Dialing, Selective Call Forwarding, Speed Calling-8 (30 Code Option in Nevada Bell Service Area Only), Three-Way Calling, Voice Mail (one standard voice mailbox), Associated installation and Privacy Manager.

Detailed Discount Information – Eligible Employees Outside AT&T’s Local Service Footprint

Employees eligible for Discount/Concession Class A and Discount/Concession Class C whose primary home address is outside of AT&T’s local service footprint may be reimbursed for wireline services at the same discount level applied to similar in-regions service – up to the reimbursement limits below.

Reimbursement will be determined at the approval of the employee’s department. See the detailed discount information sections based on your years of service to determine your discount.

Discount/Concession Class	Reimbursement Limit
Class A	\$38.78
Class C	\$7.54
Class D	Included in Class A
Class E	No Reimbursement



Southeast Region Discount

Refer to the [Legacy BellSouth Discount](#).

12 State In-Region Discount

This discount is available to non-management employees in National Internet Contract Bargaining Units (CXT8 and CXGT) and the job keys/ titles in [Appendix A](#) who live in AT&T's local service footprint in Arkansas, California, Illinois, Indiana, Kansas, Michigan, Missouri, Nevada, Ohio, Oklahoma, Texas and Wisconsin who are not covered by a legacy wireline policy.

Detailed Discount Information

Plans & Features	Discount*
Core Package <ul style="list-style-type: none"> • One Residential Flat-Rate Access Line • Available Vertical Features • Unlimited AT&T Voice Discount Plan Domestic Long Distance 	\$20
Additional Line Option 1** – One Residential Flat-Rate Access Line***	\$6
Additional Line Option 2** – One Residential Flat-Rate Access Line, Long Distance and Available Vertical Features***	\$20
Non-Recurring Installation Charges (i.e., Setting Up New Service and/or Installing Up to Six New Jacks)	No Cost

*Other than as shown, prices do not include applicable fees and/or taxes. Employees are responsible for all applicable taxes, fees and surcharges.

**Federal End User Common Line Charges (EUCL) are added to the monthly bill for additional lines.

***Employees can have two additional lines with any combination of Option 1 or Option 2.

Note: You must have eBill with paper suppression to receive the core package at \$20/Mo. We reserve the right to change your account with discounted service to eBill with paper suppression with notification to your work email address. If you opt out of eBill with paper suppression, your discount may be removed.



Legacy Wireline Discounts

Legacy AT&T Discount (Non-Management Only)

This discount is available to non-management employees in AT&T Bargaining Units (CE1A, CE1U, CET8, CZGT, TB1F, and IF1F) after 6 months of net-credited service (NCS). Reimbursement requests must be submitted within 12 months of the bill date. Reimbursable services can be billed by AT&T or a financial institution (i.e., VISA, Mastercard, American Express, etc.)

Detailed Discount Information – Reimbursable Calls and Charges (AT&T Bills Only)

Reimbursable Calls & Charges*

- AT&T IntraLATA calls: AT&T long distance local toll calls or regional toll calls located on the long-distance section of the billing statement, are calls to neighboring communities outside your local calling area, but within your local access and transport area (LATA).
- AT&T InterLATA calls: AT&T long distance toll calls located on the long-distance section of the billing statement, to/from the 50 U.S. States, Puerto Rico and the U.S. Virgin Islands
- Itemized long distance local toll and toll calls charged to the employee's AT&T Calling Card
- Itemized long distance local toll and toll calls appearing on the employee's AT&T Universal Card statement
- Itemized long distance calls, identified long distance charges associated with bundle or applicable monthly service charges for AT&T long distance calls.
- Plans with a bundled long-distance charge or a service charge associated with an amount of long distance minutes purchased**.
- Charges for AT&T directory assistance (including calls to 1.900.555.1212 and "00" Info.
- Carrier Line Charges and Universal Connectivity Charges
- Calls from the U.S. to any foreign country (except Cuba and North Korea), to the Canal Zone and to U.S. possessions and territories
- Calls and monthly service charges under AT&T True World® and True Country Savings(R) Plans
- Calls under AT&T Direct Service(R) and World Connect® calling plans
- Federal, state and local taxes and surcharges on approved reimbursable charges.

*Employees are responsible for all applicable taxes, fees and surcharges on non-reimbursable charges.

**The amount allowed to be recognized for plans that are single bundled where the long-distance charges are included in one cost, the eligible amount for reimbursement for long distance services is \$20 plus taxes (e.g. One Rate USA plan). There are long distance bundle plans that have service charges identified separately for long distance services. These charges will be recognized for the reimbursement calculation to meet the maximum amount of reimbursement. Bundled services may or may not be reimbursable.



Detailed Discount Information – Reimbursement Limits

Years <i>Based on Net-Credited Years of Service</i>	of Service	Monthly Discount on Eligible Calls/Charges	Monthly Reimbursement Limit
Less than Six Months of Service		\$0	\$0
More Than Six Months of Service, but Less than 30 Years of Service		100% of first \$10 50% of next \$30	\$25
30+ Years of Service		100% of first \$50	\$50

Note: Bundle plans that include local and long distance in one cost amount are allowed to use \$20 from the bundle cost amount towards the long-distance reimbursement. Bundle plans that have the cost identified separately on the bill, will use this amount to calculate the eligible reimbursement amount.

If the maximum monthly amount isn't reached, the unused amount can't be applied to other months or toward other calls or charges not eligible for reimbursement. To receive reimbursement, all residential telephone bills and other, personal billing statements must be dated in the same month and year and submitted at the same time.

Special Situations

- When an employee doesn't have their own residential telephone service because of their living situation, only the calls they make on that residential telephone number are eligible for reimbursement. In this case, the bill doesn't need to be in the employee's name.
- When an employee occupies a second residence for at least three consecutive months, they can submit bills for the second residence dated for the period of time the second residence is occupied instead of bills for the telephone number at their primary home address.
- Employees who are changing their primary home address (not a seasonal move to a second residence) may be reimbursed for eligible AT&T toll calls/charges on both the old and new residence bills for the billing period if the residences overlap.
 - Employees must attach a note to the two bills certifying the calls appear on two bills due to residence move.
 - The total reimbursement amount cannot exceed the monthly reimbursement limits.

Helpful Tip: Refer to the [Reimbursement Guidelines & Forms](#) section for information on how to request a reimbursements and links to the reimbursement form for your region.



Legacy BellSouth Discount (Management and Non-Management)

The discount is available to non-management employees in Southeast Bargaining Units (CGS4, CGS3, CGT8, CG1A, CGGT, CJJP, CLS4, and CMS4) regardless of their NCS date with some exceptions. Non-management employees in the job keys/titles in [Appendix A](#) and on company codes CA (Stevens Graphics), QE (L.M. Berry and Company LLC) and QF (Berry Network, LLC) are eligible for the 12 State In-Region Discount, not the Legacy BellSouth Discount.

This discount is also available to Legacy BellSouth management employees with a net-credited service (NCS) date before 4/1/1996.

Program Specific Guidelines

- Management employees must have a legacy B merger company code **AND** NCS date before 4/1/1996 to be eligible for the discount.
- Non-management employees must have six months of net-credited service to be eligible for the discount.
- Rehired retired employees may lose their eligibility for this discount because of their adjusted NCS date. Their discount will not revert back to the Legacy BellSouth Discount when they re-retire unless their service is bridged.



Detailed Discount Information – Eligible Employees in AT&T's Local Service Footprint

<i>Plans & Features</i>	<i>Discount*</i> <i>Six Months to 30 Years of Service</i>	<i>Discount*</i> <i>30+ Years of Service</i>
Basic Residential Line	40%	No Cost**
Customer Access Charge Monthly	40%	No Cost
Non-Recurring Charges (Associated with Installation, Change or Move of Service) ***	40%	40% or No Cost
Optional Telephone Services and Package Plan Monthly Rates****	40%	40%
Usage Charges (AT&T-Provided Local, Toll, Per Call Usage Charge, etc...) ***** <ul style="list-style-type: none"> • <i>Local Usage:</i> Local calls placed in your calling zone billed on a per-call or a per-minute basis separately from the monthly flat rate. • <i>IntraLATA Tolls:</i> IntraLATA toll calls placed to another city located inside your calling zone billed on per-minute basis. • <i>Calling Cards:</i> AT&T-provided intraLATA toll calls placed on a legacy BellSouth Calling Card (excluding legacy BellSouth Global Calling Cards). • <i>Other Usage Charges:</i> Local Directory Assistance Calls, three-way calling on a per-call basis. 	Up to \$25	Up to \$50
Services provided by other companies and billed by AT&T, InterLATA toll charges, National Directory Assistance charges, Relay system charges for the hearing or speech impaired, E911 charges, Minimum Usage Fees, and/or Late Payment Charges.	No Discount	No Discount

*Employees are responsible for all applicable taxes, fees and surcharges.

** When more than one employee has the same primary home address, only one residential line is furnished at no cost. Any additional eligible services may be furnished at a 40% discount.

***Discount depends on the discount rate that applies to that particular feature.

****A limited number of package plans are not eligible for the discount. If the employee reached 30+ Years of Service before 4/1/1996, the employee is eligible for a 100% discount on call forwarding, three-way calling, speed calling 8, call waiting, one additional listing, inside wire maintenance and touchtone when they have a basic residential line. They receive a 40% discount on all other services.

*****When more than one employee has the same primary home address, only one usage credit is allowed, regardless of whether or not the employees are related. The maximum usage allowance will be the single highest eligibility (\$25 or \$50).



Detailed Discount Information – Eligible Employees Outside of AT&T's Local Service Footprint

<i>Plans & Features</i>	<i>Reimbursement*</i> <i>Six Months to 30 Years of Service</i> <i>AND Hired Before 4/1/1996</i>	<i>Reimbursement*</i> <i>30+ Years of Service</i>
Main Telephone Line, Associated Subscriber Line and Access Line Charge (If Billed Separately) **	40%	100%
Optional Telephone Services (Additional Lines and Package Plans) ***	40%	40%
Non-Recurring Charges (Associated with Installation, Change or Move of Service)	40%	100%
Usage Charges (AT&T-Provided Local, Toll, Per Call Usage Charge, etc...) ***** <ul style="list-style-type: none"> • <i>Local Usage:</i> Local calls placed in your calling zone billed on a per-call or a per-minute basis separately from the monthly flat rate****. • <i>IntraLATA Tolls:</i> IntraLATA toll calls placed to another city located inside your calling zone billed on per-minute basis. • <i>Other Usage Charges:</i> Local Directory Assistance Calls, three-way calling on a per-call basis. 	Up to \$25	Up to \$50
Access Line Charges, Taxes and Federal Universal Service Fees	No Discount	No Cost
Services provided by other companies and billed by AT&T, InterLATA toll charges, National Directory Assistance charges, Relay system charges for the hearing or speech impaired, E911 charges, Minimum Usage Fees and Late Payment Charges.	No Discount	No Discount

*Employees are responsible for all applicable taxes, fees and surcharges.

** If the charges are not a separate line item on the bill, it is considered an Option Telephone Service and eligible for a 40% reimbursement. The Associated Subscriber Line and Access Line Charges are still eligible for a 100% reimbursement for employees who have 30+ Years of Service.

*** Billing for all lines and services must be on the bill for the main account.

**** When more than one employee has the same primary home address, only one usage credit is allowed, regardless of whether or not the employees are related. The maximum usage allowance will be the single highest eligibility (\$25 or \$50).

Note: If your wireline services are bundled with another product, there is no straightforward way to calculate the discount, so your reimbursement may be limited to a set dollar amount depending on your plan. Based on that, the amount that will be reimbursed is the amount the employee would receive if they were in-region and enrolled in the same package.

Helpful Tip: Refer to the [Reimbursement Guidelines & Forms](#) section for information on how to request a reimbursements and links to the reimbursement form for your region.



Enrolling in the Wireline Discount

Enroll in Your Discount

You can enroll your existing wireline service in the 9 State In-Region Discount, 12 State In-Region Discount or Out-of-Region Discount with the [Employee Discount Program Wireline Request Form](#) or by calling the Employee Discount Program Support Center at 877.377.9010. Agents are available between 8 a.m. and 9 p.m. (Central Time), Monday – Friday and 8 a.m. and 6 p.m. Saturday (Central Time).

You can enroll in the non-management discounts and legacy wireline discounts by calling the Employee Discount Program Support Center at 877.377.9010. Agents are available between 8 a.m. and 9 p.m. (Central Time), Monday – Friday and 8 a.m. and 6 p.m. Saturday (Central Time).

Make Changes to Existing Wireline Service

You can make some changes to your existing wireline service with the 9 State In-Region Discount, 12 State In-Region Discount or Out-of-Region Discount with the [Employee Discount Program Wireline Request Form](#). If you are making changes to one of the non-management or legacy wireline discounts, call the Employee Discount Program Support Center at 877.377.9010. Agents are available between 8 a.m. and 9 p.m. (Central Time), Monday – Friday and 8 a.m. and 6 p.m. Saturday (Central Time).



Reimbursement Guidelines & Forms

If you are eligible for a reimbursement under your wireline discount, you will need to complete and submit the reimbursement form applicable for your discount to your supervisor for review and approval before requesting a reimbursement through eLink.

The account must be in your name and provide service at your primary residence on file with Payroll to be eligible for reimbursement. Reimbursement requests must be submitted within 6 months of the billing date for all discounts except for the Legacy AT&T Discount, which must be submitted within 12 months of the billing date.

Wireline Reimbursement Forms

Midwest Region Discount
Southwest Region Discount

Legacy AT&T Discount
Legacy BellSouth Discount

How to Submit a Reimbursement Request in eLink

Step 1	Log into eLink .
Step 2	Click on the Employee Services > Time Reporting > Maintain Extra Payment/Employee Reimbursements tab.
Step 3	Set the Begin Date & End Date drop-down downs as the beginning and end of the billing period. Then click Continue .
Step 4	In the Wage/Payment Type column to select TELE/CABLE CONCESS-TAX (6EDT)* .
Step 5	In the Amount/Miles/Hours column, type the amount of the reimbursement you are requesting.
Step 6	Click of Save . The Maintain Extra Payment/Employee Reimbursements page will reappear. A dialog box will be displayed that says "SUCCESS – X Records Were Saved."
Step 7	Click of OK . The Maintain Extra Payment/Employee Reimbursements page will display "COMPLETE WITH NO ERRORS – Your time data has been updated in eLink." A check mark and SAVED will appear in green on the line below the record entered.

**If you have AT&T as your local service provider and are not able to receive the discount on your bill select TELE/CABLE CONCESS-NON-TAX(6EDN) since your plan identifies the payment is not taxable for use of AT&T Long Distance Services.*

Supervisors: You are required review all reimbursement requests for accuracy and eligibility and approve requests submitted through [eLink](#). Employees should maintain a copy of their reimbursement requests for their records. In the case of an audit, you may be asked to provide billing statements and reimbursement requests you've submitted in the past year.



DSL Discount

Employees with discounted local service are eligible for a discounted rate on DSL.

Detailed Discount Information

<i>Speed</i>	<i>Exclusive Employee Pricing*</i>
768K	\$18 (MW, SW & W)/\$23 (SE)
1.5M	\$26
3M	\$31
6M	\$36
Router CPE	No Discount

*Employees are responsible for all applicable taxes, fees and surcharges.

Enroll in Your Discount

You can enroll your service in the discount by calling the Employee Discount Program Support Center at 877.377.9010. Agents are available between 8 a.m. and 9 p.m. (Central Time), Monday – Friday and 8 a.m. and 6 p.m. Saturday (Central Time). You cannot enroll in your discount through the Employee and Retiree Self-Service site.

Order New Service

You can enroll your service in the discount by calling the Employee Discount Program Support Center at 877.377.9010. Agents are available between 8 a.m. and 9 p.m. (Central Time), Monday – Friday and 8 a.m. and 6 p.m. Saturday (Central Time). You cannot enroll in your discount through the Employee and Retiree Self-Service site.



Program Information

We reserve the right to amend, change or cancel this program or any part thereof, or reduce, modify, or suspend its terms at the Company's sole discretion at any time. This program is not a contract or assurance of compensation, continued employment or benefit of any kind.

Employee Status Changes

Moving from Management to Non-Management

If you move from a management job to a non-management job, your wireline discount may change. If your wireline discount changes, you will need to contact Employee Discount Program Support Center at 877.377.9010 to enroll in your new discount.

Moving from Non-Management to Management

If you move from a non-management job to a management job, your wireline discount may change. If your wireline discount changes, you will need to contact Employee Discount Program Support Center at 877.377.9010 to enroll in your new discount.

Non-management employees temporarily promoted to "acting" management positions maintain their eligibility for their non-management wireline discount. If the promotion becomes permanent, the non-management employee will be changed to the applicable management discount.

Employees Who Leave the Company

When you leave AT&T, you are no longer eligible for discounts offered through the Employee Discount Program. You will remain financially responsible for the account and any contracts and other terms and conditions attached to your account. Your employee discount will be removed within 1-2 billing cycles, and your account(s) will be billed at the regular consumer rate(s).

You may be eligible for a wireline and DSL discount through the [Employee Discount Program for Retired Employees](#). You are eligible for the Employee Discount Program for Retired Employees if you satisfy the post-employment eligibility rule in your applicable comprehensive medical program.

Employees on Short Term and Long-Term Disability

Employees on short term disability (STD) are eligible to participate in the Employee Discount Program. Employees on long-term disability are eligible for active employee discounts offered through the Employee Discount Program as long as they are on AT&T Payroll. The active employee discount will be removed within 1-2 billing cycles of the date an employee on long-term disability leaves/separates from the company, and the account(s) will be billed at the regular consumer rate(s). The employee may be eligible for a discount through the [Employee Discount Program for Retired Employees](#).



Employees Who Pass Away

The discount will continue for 1-2 billing cycles following the date of the employee's death. After that time, the discount will be removed, and the account(s) will be billed at the regular consumer rate(s). The continuation of landline/DSL discounts may vary from one to six billing cycles depending on legacy company affiliation. Please contact the AT&T Employee Sales and Service Center (877.377.9010) for information on the extended discount period.



Appendix A: Bargained Job Titles Aligned to 12 State In-Region Discount

These non-management job titles are eligible for the 12 State In-Region Discount for non-management employees. They are not eligible for the wireline discount in their region.

<i>Region</i>	<i>Job Key</i>	<i>Job Title</i>	<i>Region</i>	<i>Job Key</i>	<i>Job Title</i>
All Regions	14000100	WIRE TECHNICIAN – UNPROTECTED	West	15000230	SR FLD SVC REPRESENTATIVE
All Regions	01135304	CUSTOMER SERVICE REP I	West	15000226	FIELD SVC REPRESENTATIVE
Midwest	01135306	PREMISES TECHNICIAN	West	1024129	FIELD SVC REPRESENTATIVE
Midwest	50411811	DISPATCHER	West	1024130	SR FLD SVC REPRESENTATIVE
Midwest	01135319	TECHNICAL SUPPORT REP II	West	1135316	PREMISES TECHNICIAN(P)(COUNTIES)
Midwest	01135310	PREMISES TECHNICIAN 1&2	West	13009011	PREMISES TECHNICIAN
Midwest	15000284	PREMISES TECHNICIAN 3	West	1135306	PREMISES TECHNICIAN (COUNTIES)
Midwest	01135303	DISPATCHER 1&2	West	50411806	SUPPORT ADMINISTRATOR I
Midwest	01135312	DISPATCHER 1&2-C	West	1024128	ASSOC FIELD SERVICE REP
Midwest	15000268	PREMISES TECHNICIAN (P)	West	1135315	PREMISE TECHNICIAN (P)
Midwest	01135309	DISPATCHER (P)	West	1135305	PREMISE TECHNICIAN
Midwest	01135311	PREMISES TECHNICIAN (G)			
Midwest	15000283	DISPATCHER (G)			
Midwest	01024129	SUPPORT ADMINISTRATOR I			
Southwest	15000230	PREMISES TECHNICIAN			
Southwest	50411813	RETAIL SALES CONSULTANT			
Southwest	15000269	PREMISES TECHNICIAN (P)			
Southwest	01135321	SUPPORT ADMINISTRATOR I			

