



Talk about a rewarding career

At AT&T, your hard work will connect the world – and that’s incredibly rewarding in itself. But we also want to show our employees how much they’re appreciated with extraordinary perks that are hard to find anywhere else. From great pay and health insurance to exclusive discounts and the tools you need to grow, you’ll find that there are a lot of benefits to a career at AT&T.

Hear about the latest opportunities by joining our Talent Network at att.jobs/talent

Ready to join the team? Apply now at att.jobs

Distributed to candidates interested in a management position with AT&T.



Compensation



AT&T offers competitive salaries and annual incentives based on organizational results as well as individual performance.



Employee discounts

Enjoy immediate access to discounts on a wide range of items – from electronics to tickets for sports and entertainment events. In addition, here are a few AT&T-branded products and services that are included:

- Free DIRECTV Ultimate package featuring NFL Sunday Ticket Max – free installation, with up to 4 receivers for a monthly \$10 base equipment package fee
- 50% discount on eligible wireless plans and features (up to 2 accounts per employee)
- 50% discount on wireless home phone and internet (up to 10 lines)
- 50% discount on eligible wireless accessories
- 50% discount on U-verse
- 50% discount on Digital Life



Work-life balance

Paid time off – On top of six paid holidays, AT&T offers Paid Time Off (PTO) to eligible employees for leisure and to handle personal activities. Management employees are eligible for 18-23 days of vacation in the first year (prorated based on month of hire).

Leaves of absence – AT&T offers leaves of absence (subject to advance approval) for certain needs – including family care, personal leaves and military service.

Community day – We encourage our people to volunteer in their neighborhoods and include a “community day” so employees can be paid for a day of volunteer service.



Diversity & development

Diversity management - A platform dedicated to ensuring diversity plays a key role in our business and talent portfolio.

Employee resource groups - Internal employee networks where you can connect with people similar to you and get support to help you succeed.

AT&T University - Accelerate your leadership growth by taking advantage of progressive, innovative learning and development experiences.

Learning services - Take advantage of functional training to ensure you're ready for your job – and that you gain the skills you need to continue building a successful career.

Talent management - These initiatives include organizational development, engagement, performance management and succession planning to identify and prepare the next generation of AT&T leaders.



Tuition aid

Tuition aid is available annually for eligible full-time employees to help cover education costs that have been approved by the company.



Savings

Eligible employees may enroll in the AT&T Retirement Savings Plan (ARSP). This 401(k) plan allows you to save for retirement through payroll deductions and provides a company match. To maximize your company match, you should consider contributing at least 6% of your salary as a basic contribution. See your Savings SPD for the match percentage that applies to you. Your company match will be vested after 3 years of service.



Insurance



Medical - As an AT&T management employee, you'll have your choice of three medical coverage options through the AT&T Medical Program or choose a Fully Insured Managed Care option (like an HMO, where available). No matter your choice, you'll have excellent medical/surgical, prescription drug and mental health/substance abuse benefits.

CarePlus - This supplemental benefit program helps cover the cost of certain medical treatments not usually covered by AT&T medical program options.

Vision - Our vision coverage helps pay for eye exams, eyeglasses, contact lenses and frames. Monthly contributions range from \$0-\$22, depending on individual or other coverage tiers for 2017.

Dental - Helps pay for routine cleanings, oral exams, fluoride treatments and X-rays – as well as many basic and major restorative services (such as orthodontia). Monthly contributions range from \$2-\$54, depending on individual or other coverage tiers for 2017.

Life insurance - You're automatically covered for an employer-paid basic life and accidental death and dismemberment insurance equal to your annual pay as well as seat belt incentive insurance. You are also eligible to purchase additional life insurance for yourself, your spouse and dependents.

If hired under AT&T Support Solutions Company, Inc. (1K) – you will pay 100% of the cost for medical, dental and vision coverage.



Extras

Commuter benefit policy - Pay for certain costs associated with public transportation, van pools and work-related parking with before-tax contributions.

Adoption reimbursement - Reimburses you up to \$5,000 for certain costs associated with adoption – such as agency fees, legal fees and foreign adoption fees.

Voluntary benefits - Sign up for payroll deductions for a group of voluntary benefits, including auto and homeowners insurance, group legal services and pet insurance (not an ERISA Plan and not sponsored by AT&T).

AT&T Benefits Overview | Management | January 2017

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