

Effective September 30, 2019, The Alliance for Employee Growth and Development will cease operations as a result of changes in funding stream(s).

Bargained in 1986, The Alliance was born out of our stakeholders' shared vision that the growth and development of an individual is the key to success in a competitive, worldwide market place. Over the years, we have been one of the most successful joint labor-management organizations in our country. As the Telecommunications Industry has evolved, so have our stakeholder companies, their individual needs and the needs of their employees. At the same time, training technologies, methodology and course offerings have also changed and we are proud to have kept pace and led the way.

Since our inception, we have had the privilege of serving over 179,500 individuals with approximately 16.9 million hours of training in a variety of areas ranging from IT and Fiber Optics Certifications, Advanced Communications Technologies, Career Transition Services, and Customer Sales and Service skills.

As we wind down our operation, there are some key dates to be aware of regarding some of our programs.

IMPORTANT PARTICIPANT INFORMATION

- **The Alliance Pre-Paid Tuition Program** will no longer process applications with a course end date that is after July 31, 2019.
- If you have a request for **Tuition Reimbursement** you have paid for, we must receive your request no later than September 13, 2019.
- Effective July 1, 2019, we will no longer be processing requests for **FAD** (Funds for Alliance Distribution) reimbursement. This bargained-for-benefit for laid-off individuals of AT&T, Nokia and Avaya, will be handled internally by those individual stakeholder(s). Details on how to request FAD reimbursement will be provided in a separate communication from your company.

CWA, IBEW and the individual company representatives are jointly working on transitioning contractual programs (Article 43, Avaya Tech Certification, etc.). Please contact the following representatives for more information regarding your educational services:

AT&T	Avaya
Name: AT&T Labor Relations Phone: (404) 817-3646 (effective 6/19/19)	Name: Susan White, <i>Sr. Manager/Labor Relations</i> Address: 350 Mt. Kemble Ave. Morristown, NJ 07960 Email: swhite@avaya.com Phone: 678-421-5006
Nokia	OFS
Name: David Birdsong, <i>Employment & Labor Legal</i> Address: 600 Mountain Avenue - Room 6C-418 Murray Hill, NJ 07974 Email: david.birdsong@nokia.com Phone: 908-679-5805	Name: Rick Williams, <i>Sr. Manager/Employee Relations</i> Address: 2000 Northeast Expressway Norcross GA 30071 Email: rlw7@ofsoptics.com Phone: 770-798-3297

We want to thank The Alliance Local Committees (ALCs) who have been invaluable in bringing training opportunities to their worksites and to our vendor partners for supporting our training initiatives. Thank you to the Bargainers for their ingenuity and foresight to bargain The Alliance 33 years ago and to our Board of Trustees for their support and guidance over these many years.

To our participants – we wish you well in your future endeavors. It has been a pleasure helping you achieve your educational and personal goals.