



Chad Perras
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August 5, 2026

Nick Hawkins
Assistant to the Vice-President
Communications Workers of America District 3
4100 Perimeter Park S
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RE: SE Combination Technician – Time in Title and Family of Skills

Nick,

This letter confirms the Company's position regarding Time in Title and Time in Exchange as well as the Family of Skills Group assignment for the SE Combination Technician title.

The applicable requirements will be as follows:

Time in Title: 36 months

Time in Exchange: 36 months

Family of Skills Group: 3

The Company intends for the Time in Title/Time in Exchange requirement to be reflected in Article 12.01.B.4 of the contract and the Family of Skills Group assignment to be reflected in Appendix A Part III Family of Skills.

Sincerely,

A handwritten signature in black ink, which appears to be "Chad Perras", is located below the "Sincerely," text.

Chad Perras

Assistant Vice President
AT&T Labor Relations