



AT&T Retirement Guide

Introduction

For years, your personal commitment to our company's growth has helped make AT&T the world's telecommunications leader.

As you retire, we want to share information to help you make important decisions that affect your and your family's well-being.

This guide tells you about AT&T benefits, steps to take and where to find resources that will help you get the most from your retirement benefits.

Please note: This guide lists the actions you must take to access your retirement benefits. Read the Tips on Using This Guide section for more information.

IMPORTANT: This document is a general overview of retirement benefits and programs, and your particular situation could be handled differently. Specific details about your benefits, including eligibility rules, are in the summary plan descriptions (SPDs), summaries of material modifications (SMMs) or the plan documents. The plan documents always govern, and they are the final authority on the terms of your benefits. AT&T reserves the right to terminate or amend any and all benefits plans, and your participation in the plan is not a contract.

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Tips On Using This Guide

From health care coverage to pension plans, this guide offers a list of next steps to help make your transition into retirement a smooth one. Be sure to read the entire guide as it will help ensure that you receive your retirement benefits.

The telephone numbers you need are listed throughout the guide. They are also listed in the Other Key Contacts section.

Please note: This guide is a summary of the actions you must take to access your retirement benefits. For full details, including eligibility, you should review the summary plan descriptions (SPD) that apply to your retirement benefits. For health and welfare benefits, if you are still an active employee, call the AT&T Benefits Center at **877-722-0020** and request the applicable SPDs. For pension and savings, log onto the Fidelity Service Center NetBenefits® website **netbenefits.com/att.com**. From the home page, select the name of your AT&T pension program under “Pension Plan.” Click Plan Information and Documents under “View.” Choose the SPD link for the selected Program. In all cases, the official plan documents are the final authority on the terms of the plans.

As you retire, we want to share information to help you make important decisions that affect your and your family’s well-being.

This guide tells you about AT&T benefits, steps to take and where to find resources that will help you get the most from your retirement benefits.

Key Contact Information

AT&T Benefits Center

(Health and Welfare)
877-722-0020
resources.hewitt.com/att

Fidelity Service Center Website

(Pension and Savings)
800-416-2363
netbenefits.com/att

Medicare

800-772-1213
medicare.gov

Your Health Care Plans and Programs

DETAILS

Your health care plans and programs cover a variety of benefits. These include medical, dental, vision, CarePlus, prescription drugs, mental health/substance abuse (MH/SA) and life insurance. Your active coverage ends on the last day of the month in which you terminate your employment. For example, if you retire on April 16, your active benefit coverage ends on April 30.

Note: The plans and contributions offered to you when you retire depend on many factors. These include your hire/rehire date, retirement date, Medicare eligibility for you or your dependents, the company you hired into and the company you retire from, etc. Please note that your hire date for determining your required contribution, if any, is not necessarily the same as your NCS date or the date used to determine your Term of Employment.

The company will review your eligibility for retiree benefits, and, if you are eligible, enrollment materials will be mailed to the address you have on file within three to four business days from the date the AT&T Benefit Center is notified of your new status. The enrollment materials tell you what coverage you and your covered dependents are eligible to receive when you retire*. The enrollment materials also include information on any required current year contribution amounts associated with the benefit options. You can choose to keep the coverage reflected on the enrollment materials or select benefits that better support your needs. If you make changes to your retiree benefits, you will receive a confirmation statement of your changes seven to 10 business days after your election.

*Even if you are eligible for retiree health benefits, you will be notified if you or your dependents also are eligible for COBRA continuation coverage.

ACTIONS

- ▶ Contact the AT&T Benefits Center at **877-722-0020** if you have questions regarding your AT&T retiree coverage, or if you need to make a new election.

Paying for Your Health Care Benefits

If you are eligible for health coverage after you retire, your benefits coverage contributions may differ from your pre-retirement contributions.

If you or your dependent(s) are younger than 65 and Medicare eligible, you must contact the AT&T Benefits Center. See "Your Coverage and Medicare" below.

Convenient payment options other than direct debit from your Retiree Annuity include:

- ▶ **Automatic Direct Debit Payments.** Set up automatic deductions from your checking or savings account each month.

▶ **Online Bill Payment Service.** Pay your bill monthly through an online bill-pay service.

▶ **Pay Now Method.** Use your bank account to pay your bill online.

The AT&T Benefits Center can provide more information on your new contributions, if applicable. Just call **877-722-0020** if you have questions and/or to make a new election, if required.

Your Coverage and Medicare

DETAILS

It is your responsibility to enroll in Medicare parts A and B when you first become eligible — and you must stay enrolled to have coverage for Medicare-eligible expenses. This applies to your Medicare eligible dependents as well.

You should know how your retiree medical plan choices or Medicare eligibility impact your plan options. Before you retire, contact the U.S. Social Security Administration directly. They can help determine your eligibility, get you and/or your eligible dependents enrolled in Medicare or provide you with other government program information.

If you or your dependents are currently or will become eligible for Medicare after you leave AT&T, Medicare generally becomes the primary coverage for you or any of your dependents as soon as the individual becomes eligible for Medicare. This will affect your company-provided medical benefits. You and your Medicare-eligible dependents **must** enroll in Medicare Parts A and B when you first become eligible. Medical and MH/SA benefits payable under the company-sponsored plan will be reduced by the amounts Medicare Parts A and B would have paid whether you actually enroll in them or not. For details on coordination of benefits under the terms of the AT&T medical plans refer to your summary plan description (SPD) or summary of material modifications (SMMs).

If you or your eligible dependent do not enroll in Medicare Parts A and B, your provider can bill you for the amounts that are not paid by Medicare or your AT&T medical plan, making your out-of-pocket expenses significantly higher.

If you are eligible for medical coverage from an AT&T plan, you do not need to enroll in a separate Medicare Part D prescription drug plan. If you do enroll in a separate Medicare Part D prescription drug plan, that plan will be your primary coverage and the AT&T plan will pay as secondary. (Refer to your medical plan SPD or SMMs for details regarding coordination of benefits when you become Medicare eligible.)

You may be eligible for reimbursement from AT&T on a portion of your or your dependents' Medicare Part B premium(s). You **must** enroll in the Medicare Part B reimbursement benefit to receive this reimbursement benefit once you are Medicare eligible as well as be enrolled in Part B coverage. Retroactive payments will **not** be made.

Private Insurance Marketplace in 2015

This information applies only to retirees and their dependents who will be Medicare-eligible on or after Jan. 1, 2015.

In 2015, AT&T will provide access to retiree health insurance coverage that supplements government-sponsored Medicare through a private insurance marketplace, apart from the federal government's Affordable Care Act exchanges. This new approach will replace your AT&T medical plans and will let you choose insurance with the terms, cost, and coverage that best fits your needs, while still receiving financial support from AT&T if you are eligible. With this change, the cost to AT&T for retiree medical coverage is projected to be comparable from 2014 to 2015. Future changes in support, if any, will be based on a number of factors such as business conditions, government actions, marketplace changes and the general consumer inflation rate. This approach continues to provide you with significant support while moving towards a market level benefit for retirees.

You will receive extensive information about the new approach during mid-2014.

ACTIONS

Check the status of your Social Security benefits before you retire. Contact the U.S. Social Security Administration by calling **800-772-1213**. You can also call your local Social Security office or visit **ssa.gov**.

Get Medicare prescription drug information. Visit **medicare.gov** or call Medicare at **800-633-4227**.

If you're eligible, enroll in Medicare Parts A and B. If you delay, you could receive a late enrollment penalty from Medicare. You also risk substantially reduced or denied benefits under the AT&T Medical Plans for expenses that could be covered under Medicare.

Confirm Part B reimbursement eligibility. Call the AT&T Benefits Center at **877-722-0020** to see if a portion of your or your dependents' Medicare Part B premiums is eligible to be reimbursed. Also call to enroll to receive the reimbursement once you become eligible.

If you become Medicare eligible for reasons other than age, you **must** contact the AT&T Benefits Center about your status. Be sure to do this after contacting the U.S. Social Security Administration to enroll. This will affect your AT&T medical benefits.

Your Pension Plan

Note: Employees of AT&T Technical Services Company, Inc., AT&T Government Solutions, Inc., and/or AT&T World Personnel Services, Inc. (who report to either AT&T Government Solution, Inc. or AT&T Technical Services Company, Inc.) are not eligible for pension benefits.

DETAILS

Thinking about what to do with your pension is an important part of planning for your retirement.

You should routinely use the tools and resources found on Fidelity's NetBenefits® website (netbenefits.com/att), such as the Pension Estimator, to model your pension benefit in retirement and the payment options that will be available to you.

You can also contact the Fidelity Service Center at **800-416-2363** where service associates are on hand to help you with important steps to help you start the retirement process and tell you about your payment.

ACTIONS

- ▶ Use the Pension Estimator to model your benefit and explore which payment option might be the best fit for you during retirement.
- ▶ As you get closer to your retirement date, contact the Fidelity Service Center to start your retirement process.
- ▶ To start to receive your pension, go to the Fidelity NetBenefits® website, netbenefits.com/att. Under Pension, click "Act," then select "Collect Your Pension."
- ▶ Be prepared to provide documents that show proof of birth, marriage, divorce, Social Security number (SSN), etc., for you and your spouse/legally recognized partner (LRP). Other vendors may need these same documents.
- ▶ Use the AT&T Online Beneficiary Designation at netbenefits.com/att to make updates to your beneficiary designations, if applicable to your pension program.

Your Savings Plan(s)

DETAILS

When you retire, if you have balances in 401(k) savings plans, you will receive a Participant Distribution Notice in the mail. This notice will show the current value that you are eligible to receive from each plan and explain your distribution options. It will also tell you what you need to do to receive your final distribution.

ACTIONS

- ▶ Watch for your Participant Distribution Notice and Special Tax Notice Regarding Plan Payments. These notices will help explain your options and what the federal tax implications may be for your vested account balance.
- ▶ To take a distribution, please contact the Fidelity Service Center at **800-416-2363**. You can also visit **netbenefits.com/att** to start your transaction.
- ▶ To learn about your distribution options, call the Fidelity Service Center to speak with a service associate.
- ▶ Use the AT&T Online Beneficiary Designation at **netbenefits.com/att** to make updates to your beneficiary designations, if needed.

Your Group Life Insurance

DETAILS

When you retire, you may be eligible for company-paid retiree basic life insurance. Coverage will depend on the plan you're covered under, and some employees are not eligible for this benefit. Refer to your summary plan description (SPD) for the rules that apply to you.

Supplementary Life Insurance Coverage

In most cases, if you are younger than 65 when you retire, you may continue your supplementary employee-paid coverage until the first day of the month after your 65th birthday. No action is required by you to continue your coverage. The cost of your coverage, however, could increase. Generally, your contributions as a retiree will be higher than those you pay as an employee.

After you retire, you can reduce the amount of supplementary coverage you have at any time. The change will take effect on the first of the following month. In some cases, you may be able to purchase additional supplementary coverage of one times pay (within 31 days of retirement) if your retiree basic life insurance is less than one times your active pay.

Note: If you stop paying supplementary contributions, your coverage will end. You will not be able to reinstate it.

If you are at least 65 when you retire or reach age 65 during retirement, and you continue to pay for your supplementary life insurance under the AT&T Group Plan, you may be able to convert or port your supplementary life insurance to an individual policy. You must do this within 31 days of retiring or reaching age 65. MetLife (the insurance company) will send you information about this option shortly after you retire or reach age 65.

Any spouse and/or child life and dependent accidental death and dismemberment (AD&D) insurance, and any supplementary AD&D insurance, will end at the end of the month in which you retire. You may be able to convert your spouse and/or child life coverage within 31 days of retiring. However, your AD&D coverage may not be converted.

ACTIONS

- ▶ If you are at least 65 and you pay for supplemental life insurance, you should receive information in the mail from the insurance company that explains your options. To convert or port your coverage, you must respond to the mailing by the required deadline. If you do not hear from the insurance company within two weeks of your supplemental life insurance ending (or the end of the month in which you retire), contact the AT&T Benefits Center at **877-722-0020**.
- ▶ If you have questions about your coverage during retirement, review your summary plan description on the AT&T Benefits Center website at **resources.hewitt.com/att**. You also can call the AT&T Benefits Center at **877-722-0020**.
- ▶ Make sure to update your beneficiaries through the AT&T Online Beneficiary Designation tool on the Fidelity NetBenefits® website, **netbenefits.com/att**.

Your Flexible Spending Account

DETAILS

If you participate in a flexible spending account (FSA), your participation ends when you retire. However, you have until March 31 of the following year to submit claims for eligible expenses paid while you were an active employee. Otherwise, you forfeit any balance left in your FSA when you retire.

You can avoid forfeiting your health care FSA balance by electing COBRA continuation coverage. This will allow you to continue participating in the health care FSA through the end of the year in which you retire, but you must continue your monthly contributions on an after-tax basis. If you elect COBRA, then you can be reimbursed for eligible claims incurred during the COBRA period. You must elect COBRA by the deadline given in your COBRA Enrollment Notice, which you will receive in the mail from the AT&T Benefits Center.

The dependent care FSA is not eligible for COBRA continuation.

ACTIONS

- ▶ To continue participating in your health care FSA, call the AT&T Benefits Center at **877-722-0020**. Make this call before the deadline noted in your COBRA Enrollment Notice. Benefits Center representatives can answer your questions or make changes to your coverage.
- ▶ Call ADP at **800-283-3211** for information about your FSA claims.

Your Long-Term Care Insurance

Note: Long-term care coverage offered to legacy Cingular employees, other than coverage under the AT&T Consolidated Long-Term Care Plan, is not a company-sponsored ERISA plan.

DETAILS

Coverage for you and your dependents in the company-offered group long-term care insurance plan continues after your last day of employment. To ensure coverage, you must continue paying the required premiums to the long-term care claims administrator.

ACTIONS

- ▶ Because payroll contributions end when you retire, the John Hancock Life Insurance Company will automatically bill you each month. You can choose to set up an automatic payment from your bank account.
- ▶ If you decide to cancel your coverage, call John Hancock Life Insurance Company at **800-732-3220**.

Your Adoption Reimbursement

DETAILS

Once you retire, you will not be eligible for adoption reimbursement.

ACTIONS

- ▶ If you have questions about an adoption reimbursement owed to you before you retired, call the AT&T Benefits Center at **877-722-0020**.

Your Equity Compensation

DETAILS

When you retire, your equity awards may be impacted.

ACTIONS

- Visit the Executive Compensation Website at **intra.att.com/execcomp/ecsia_login.cfm** to view your “Outstanding Equity Summary.”
- ▶ Review the “Prospectus Documents” on the site for information on the impact of retirement on your awards.
- ▶ Contact the Equity Administration Team at **att.equity.admin@att.com** or **866-533-4390** with questions.

Receiving Your Last Paycheck

DETAILS

AT&T will send your last paycheck to your home address. If you use direct deposit and have payments automatically deducted, your last paycheck will **not** be deposited directly into your account. It will be mailed to your home address.

Your Retiree Discounts

DETAILS

You may be eligible for discounts on AT&T products and services such as landline voice, wireless voice or U-verse. AT&T discount offers depend on your classification when you retire and where you live.

ACTIONS

- ▶ From work, visit AT&T OneStop at **onestop.web.att.com** and go to the Employee Discount & Offers page through the HR Quick Reference section, then click “Discount Program Checklist for Exiting Employees.”
- ▶ From home, visit **access.att.com** and log in. Click on “OneStop” and go to the Employee Discount & Offers page through the HR Quick Reference section, then select “Discount Program Checklist for Exiting Employees.”

AT&T may amend, change or cancel this offering or reduce, modify or suspend its terms at its discretion.

Your Unused Vacation

DETAILS

In some instances, you may receive pay for any unused vacation and personal days you have left at retirement.

ACTIONS

- ▶ Check your paid time-off policy or collective bargaining agreements to see if you are eligible.

Your Voluntary Benefits

DETAILS

Voluntary benefits are offered through Marsh Voluntary Benefits Personal Plans to eligible retirees who live in the United States. These include:

- ▶ Auto and homeowners insurance
- ▶ Veterinary pet insurance and group legal services
- ▶ Accident insurance
- ▶ Cancer insurance
- ▶ Financial planning

ACTIONS

- ▶ If you are enrolled in voluntary benefits during the year you retire, your payment method will change from payroll deduction to direct bill.
- ▶ Contact Marsh at **866-909-5149** for more information on the billing process and available products. Service associates are available Monday through Friday from 8 a.m. to 6 p.m. Central time. Or, visit their website at **personal-plans.com/att**.

Note: AT&T has arranged access to these programs for AT&T retired employees through Marsh Voluntary Benefits. AT&T does not sponsor, contribute to or endorse any service or policy offered under these programs. If you purchase a service or policy under Personal Plans, your coverage contract will be with each insurance provider. Marsh Voluntary Benefits will be your contact for policy services.

Your Commuter Benefit

DETAILS

Before you retire, be sure to cancel your parking or transit pass deductions.

ACTIONS

To place/change/cancel an order or edit your profile, log into your account at **wageworks.com** or call WageWorks at **877-924-3967**.

Your Pioneers Membership

DETAILS

As an AT&T employee or retiree, you are eligible to join or continue your membership with the Pioneers, the world's largest industry-related volunteer organization.

ACTIONS

- ▶ Contact your local Pioneers chapter. If you are a Pioneer when you retire, contact your chapter to change your membership to life member. To find your local chapter's telephone number or for more information, visit the Pioneers at attpioneervolunteers.org and click on "Chapters" or "Contact Us."

AT&T Benefits Annual Enrollment

DETAILS

Annual enrollment for your AT&T benefits usually occurs each fall. Before it begins, you will be mailed* enrollment materials and an upfront confirmation statement reflecting your benefit coverage to the address on file. You'll find enrollment instructions and information about your benefits options and contribution amounts. You will have the option to keep the benefit coverage shown on your upfront confirmation statement or select benefits that better support your needs.

* You can choose to enroll in eBenefits and receive this information via email instead. See the "AT&T Retiree News" section for more information.

ACTIONS

- ▶ Watch for your annual enrollment information each fall.
- ▶ Review your benefits information and utilize the tools and resources available on the AT&T Benefits Center website.
- ▶ Enroll in eBenefits.

Your W-2

DETAILS

Your W-2 will be distributed by Equifax W-2 Management.

ACTIONS

If you have consented to receive your Form W-2 electronically, please visit **access.att.com/** and click "Retired, Former and Inactive Employee Equifax W-2 Logon" on the right side and log on using Employer Code 10535, your Social Security number and personal identification number (PIN).

Employees who wish to receive their Form W-2 electronically

- ▶ Must have a valid email address
- ▶ A computer with Internet access that has one of the following Web browsers or higher:
 - Microsoft Internet Explorer 7.0
 - Chrome 1.0
 - Firefox 3.5
 - Safari 1.0
- ▶ To print your Form W-2, the computer must have a printer connected that is capable of printing Adobe Acrobat files from Adobe Acrobat Reader version 7.0 or higher. You can install a free copy for your home PC at **get.adobe.com/reader**. From your work computer you can install at **softwarestore.sbc.com**.
- ▶ The computer must have adequate space available to download your electronic Form W-2.

If you have not consented to receive your Form W-2 electronically, you will receive your W-2 in U.S. mail mid-January 2014.

If you have an issue receiving your print W-2 or accessing electronically to print from online, please contact the Equifax W-2 Management Interactive Voice Response (IVR) at **1-877-325-9239**.

Changing Your Home Address

DETAILS

After you retire, AT&T will send you benefits information. It's important that we have a current home address, telephone number and email address (if applicable) on file for you.

ACTIONS:

- ▶ If you move after you retire, remember to call the Fidelity Service Center at **800-416-2363** to change your address.
- ▶ If you have long-term care insurance, you must update your address with the John Hancock Life Insurance Company. Call **800-247-3020**.

AT&T Beneficiary Designations

DETAILS

As part of your retirement and estate planning, it's important to name someone to receive the proceeds of your benefits programs in the event of your death. That's how AT&T will know whom to send your final compensation and benefits. This can include life insurance payouts and any pension or savings balances you may have.

ACTIONS

When you retire, make sure that you update your beneficiaries through the AT&T Online Beneficiary Designation at **netbenefits.com/att** for life events such as death, marriage, divorce, child birth, adoptions, etc. For additional assistance, call the Fidelity Service Center at **800-416-2363**.

In the Event of a Death

DETAILS

The Fidelity Service Center needs to know about the death of a retiree and/or any eligible dependents.

ACTIONS

- ▶ Call the Fidelity Service Center at **800-416-2363**.

Note: Any telephone concession will be removed from the deceased retiree's telephone account on the sixth month from the date of death.

AT&T Retiree News

CLEAR THE CLUTTER: GO CLEANER, GREENER WITH EBENEFITS.

eBenefits delivers the latest benefits information to your inbox instead of your mailbox. This could mean more than 500 fewer pages of benefits and legally-required mail piling up on your coffee table this year alone!

- ▶ **Company News:** These semi-monthly updates will fill you in on what we're doing to continue the legacy of innovation that you helped build. You'll also get important reminders, discounts information and more.

SIGNING UP FOR AT&T RETIREE NEWS IS EASY

- ▶ Once you retire, go to **access.att.com** and click on the "Retiree Registration" link. Follow the instructions to set up your user name (which will be your email address) and password.
- ▶ After you log in, click on "AT&T Retiree News."
- ▶ On the AT&T Retiree News Subscription page, choose the email subscriptions you'd like to receive, enter your email address(es) and click "Submit." You will receive an email confirmation after signing up. If you ever need to change your email address, at anytime, visit the Subscription page to update your email address.

Note: You cannot sign up for AT&T Retiree News until you retire. It may take up to 30 days from the date of your retirement for the system to recognize you as a retiree.

Other Key Contacts

Resource	Web	Telephone
<p>access.att.com</p> <p>(<i>You Matter</i> for actives and the Your Benefits section for retirees)</p> <p>This secure AT&T Internet website for employees and retirees provides access to company information such as the latest AT&T news and stock prices. You'll also find benefits information related to your health, finances, and home and work life.</p>	<p>access.att.com</p> <ul style="list-style-type: none"> ▶ Follow the login instructions. ▶ Go to the "Your Benefits" section of the website 	N/A
<p>AT&T Benefits Center</p> <p>For information about health and welfare benefits eligibility and enrollment.</p>	<p>resources.hewitt.com/att</p> <p>Enter your AT&T Benefits Center user ID and password.</p>	<p>877-722-0020</p> <p>+1-847-883-0866 (international)</p> <p>Monday through Friday from 7 a.m. to 7 p.m. Central time</p>
<p>Fidelity Service Center</p> <p>For questions and information about pension plans, savings plans, beneficiary designations and to report a death.</p>	<p>netbenefits.com/att</p>	<p>800-416-2363</p> <p>Monday through Friday from 7:30 a.m. to 11 p.m. Central time</p>

