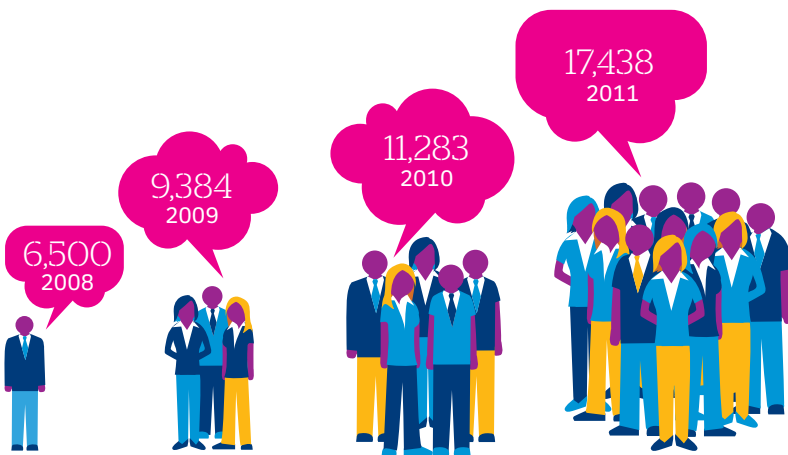


Telecommuting at AT&T

At AT&T, telecommuting means working from home at least one day per week, every week.

Currently there are over
17,000
approved AT&T telecommuters
(as of December 2011).

AT&T Telecommuters



≈ 15 Percent of eligible AT&T employee base that telecommutes

≈ 4 Percent of national private sector employees that telecommute**

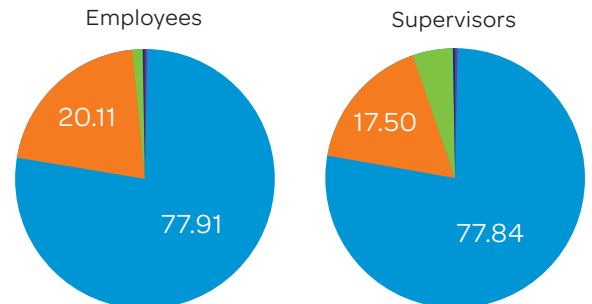
Benefits of Telecommuting*

17 Percent lower absentee rate for telecommuters

72 Percent lower turnover rate for telecommuters

\$6.5K Potential cost reduction for every telecommuter who gives up his or her AT&T workstation

2010 Productivity Questionnaire



■ Strongly Agree ■ Agree ■ Neutral ■ Disagree ■ Strongly Disagree

95 Percent of employees agree/strongly agree that they are productive when they work from home

98 Percent of supervisors agree/strongly agree that their employees are productive when they work from home

Annual Environmental Impact*

175M Miles of commuting avoided

8.7M Gallons of gas saved

76K Metric tons of greenhouse gas emissions avoided

15K Cars equivalently kept off the road

*Source: 2010 AT&T calculations

**Source: TechCast

