



## AT&T Employee Discount Program (Active Employees) Terms and Conditions

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**PLEASE READ these Terms and Conditions very carefully:** As a participant in the AT&T Employee Discount Program (EDP) you are subject to all of the following Terms and Conditions. Failure to adhere to these Terms and Conditions will result in the loss of any discount and removal from participation in the program. EDP is not a contract or assurance of compensation, continued employment, or ERISA benefit of any kind. AT&T, in its sole discretion, reserves the right to amend, modify, change or discontinue all or any part of the AT&T Employee Discount Program at any time.

- AT&T's Employee Discount Program (EDP) is available to all AT&T U.S. payroll, active management and non-management employees (this includes regular, temporary, term, provisional and occasional) on their first day of employment. Non-Payroll Workers (Contractors), Interns and employees on International Payroll are not eligible for discounts on U.S. based services and products.
- Discount eligibility is limited to those areas or markets where AT&T provided service and products are available.
- All AT&T service account(s) must be registered in the name and social security number of the eligible employee who must be financially responsible for payment on all accounts that are discounted in his/her name.
- To maintain eligibility, all AT&T accounts for which the employee is financially responsible must be current and in good standing.
  - As new services or accounts are opened, any employee who has an unpaid balance on any AT&T account (including any balances that may be charged off or are in collections) will be required to provide proof of payment and will be ineligible to add a new service account for so long as the balance remains unpaid.
  - In the event that an employee fails to make timely payments, all normal collection procedures will apply. Additionally, the company reserves the right to suspend the account until payments are received, and to recover all or part of what is owed through payroll deductions, to the extent it is operationally feasible and permitted by law.
- Business accounts are not eligible to participate in the EDP.
- Participating in the EDP does not modify, alter or supersede any existing contracts between you and AT&T. You will remain subject to all requirements of any applicable contracts and service agreements (along with the requirements to resolve disputes by arbitration as specified therein) including, without limitation: AT&T Wireless Customer Agreement, AT&T Digital Life Customer Agreement Summary, AT&T High Speed Internet Terms of Service, AT&T Phone Terms of Service, AT&T U-verse TV General Terms of Service, and DIRECTV Residential Customer Agreement and Equipment Lease Agreement. If there is a conflict between the EDP Terms and Conditions and any other contract between you and AT&T, the provisions of the other contract will take precedence over the EDP Terms and Conditions.

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- Employees are not eligible to participate concurrently in the EDP and any other type of consumer-offered promotional/discount plan, unless otherwise stated in a special, limited-time only, product-specific employee offer.
- Discounted AT&T service account(s) are intended for personal use only. Resale of any discounted product and/or service is expressly prohibited and may result in disqualification from the EDP and removal of the discount.
- Employees may only take advantage of one residential voice discount at a time. Acceptance of the AT&T Phone discount on Phone Unlimited or Phone International products may not be held concurrently with an AT&T legacy discount on traditional wireline services.
- Employees may only take advantage of one TV discount at a time. Acceptance of AT&T U-verse TV discount may not be held concurrently with an AT&T discount on DIRECTV services.
- AT&T may periodically review an employee's personal AT&T account profile in order to do things like confirm discount eligibility and compliance with discount program requirements.
- AT&T may use your account information for marketing to you or in anonymous and aggregate fashion to improve our services and customer experience. AT&T may use employee contact information, unique identifiers, personal AT&T account profile and related activity to help improve AT&T services, for instance as a part of anonymous and aggregate internal company employee product utilization and EDP participation rate reports, marketing campaigns to encourage employee participation in the EDP, or employee product surveys. Employee account information will be used for AT&T internal purposes only.
- Eligible employees who participate in EDP must sign up for AT&T e-Bill (electronic bill) with paper suppression (cancel receipt of paper billing).
- Eligible employees are encouraged to pay bills for all discounted services via a method that does not utilize a credit or debit card. Preferred methods of payment include:
  - Automatic bill payment (Auto-Pay) which allows the payment to be drafted from a checking or savings account at your financial institution
  - One-time payments on att.com or by phone using your checking or savings account
  - Online banking/bill-pay through the website of your financial institution
  - Personal check, money order or cashier's check via U.S. mail
  - Cash, money order, cashier's check or personal check at automated payment stations within Company-owned retail stores

## ACKNOWLEDGEMENT AND AGREEMENT

By participating in the Employee Discount Program and receiving program discounts you acknowledge and agree to satisfy all requirements specified in these Terms and Conditions, which may be modified or amended from time to time. If you do not agree to any of the requirements in the Terms and Conditions (including subsequent modifications or amendments) your sole recourse is to discontinue participation in the Employee Discount Program which will result in the removal of any associated program discounts from your account. If you discontinue participation in the Employee Discount Program you will remain responsible for the obligations associated with any existing contract for service between you and AT&T.

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