



**ADDITIONAL CASH AWARDS**  
**NETWORK ADDENDUM-U-VERSE FIELD OPERATIONS - SECTION 10.04**

This document is to provide the guidelines for an additional cash award of \$4,500.00 or \$2,000.00 for Wire Technicians in Consumer Field Operations – Southeast (CFO – SE).

**Eligibility for the \$4,500 additional cash award**

To be eligible for this award a Wire Technician must:

1. Be in the CFO-SE organization during the \$4,500 eligibility period defined below;
2. Be in the Wire Technician title, including Wire Technicians in Acting titles on or before January 15, 2021 and remain in the title until September 15, 2021 in CFO-SE (the “\$4,500 eligibility period”); and
3. Perform work full-time in the demand load for a minimum of six (6) full months during the \$4,500 eligibility period.

**Eligibility for the \$2,000 additional cash award**

To be eligible for this award a Wire Technician must:

1. Be in the CFO – SE organization during the \$2,000 eligibility period defined below;
2. Be hired or rehired into the Wire Technician title, including Wire Technicians in Acting titles on or after January 16, 2021 and remain in the title until September 15, 2021 in CFO-SE (the “\$2,000 eligibility period”); and
3. Perform work full-time in the demand load for a minimum of four (4) full months during the \$2,000 eligibility period.

**Payout**

Each eligible employee will receive either the \$4,500.00 or the \$2,000.00 additional cash award (net of applicable withholding amounts) based on the eligibility criteria above. The cash award will be paid via regular paycheck/direct deposit as soon as administratively feasible following the end of the eligibility period.