



NEWS NOW

Awarding you for delivering success

To: Select bargained employees and their supervisors

As part of our Success Sharing Plan (SSP), you may be eligible* for the 2024 SSP award. This award is tied directly to your efforts to support our success as reflected by stock price and by dividends declared.

When our stock price improves, it's a reflection of how you're executing in your area of expertise while working with teams across the company to *Win As One* – and we are proud to recognize your contributions.

The total value of the 2024 SSP award is \$1,266.00. [Click here](#) for full details on how it's calculated.

The payment will be made on your Nov. 22 or Nov. 27 paycheck, depending on your payroll cycle.

If you have questions, please contact your supervisor or HR OneStop at 888-722-1STP (888-722-1787), say "payroll" and follow the prompts.

A key factor in our success is your commitment to our convergence strategy. Our customers want high-performing, reliable connectivity. The work you do strongly positions us to deliver a seamless, converged experience with fiber, 5G, fixed wireless and more.

We're proud to be the largest unionized workforce in the U.S. telecommunications industry with competitive, market-based pay and benefits that are among the best in the nation.

Thanks for all you do to support our business and connect people to greater possibility.

**Specific details about your eligibility can be found in your contract.*