



Lori J. Smith
Director, Labor Relations
3047 Irwin Drive, SE
Southport, NC 28461

T: 910.253.7312
F: 704.548.6435
ljsmith@att.com

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Mr. Bill Bates, Vice President, CWA

Re: 2015 Scheduled Legacy T - AT&T Occupational Represented VTP/Surplus Declaration Windows

Dear Bill,

The following represents the scheduled VTP/Surplus declaration windows for represented occupational employees for the year 2015. As you know, these windows are established routinely and may not be an all-inclusive list of potential declarations.

	Announce to Employee	VTP Off Payroll Date	Surplus Off Payroll Date
1 st Quarter	12/15/14	01/16/15	02/20/15
2 nd Quarter	03/13/15	04/17/15	05/15/15
3 rd Quarter	06/15/15	07/17/15	08/14/15
4 th Quarter	09/15/15	10/16/15	11/20/15

Should you have any questions, please call me.

Regards,

Lori J. Smith

Cc: D. Bradley
L. Unger