

## THE COMPANY PROPOSES CHANGES TO THE FOLLOWING ARTICLE(S)/PROVISIONS

### Wellness Letter (pg. 60)

#### **Wellbeingness**

The Company's Legacy T bargained for employees represented by CWA continue to be eligible to participate in the AT&T ~~Your Health Matters~~ Total Wellbeing Programs ~~(YHM)~~ as provided below.

The ~~YHM Program programs~~ includes Disease Management and Wellness programs as well as access to an online portal with a variety of tools and resources. Below are examples of the benefits and services that would be made available to eligible bargained Employees: ~~under Your Health Matters:~~

#### Wellness Programs

- Medical Decision Support Services,
- Coaching topics, including but not limited to the following: weight management, exercise, stress management, tobacco cessation, healthy eating, maternity care, sleep, appointment adherence, depression prevention, medication adherence and self-management.

#### Disease Management

- Asthma~~z~~
- Heart Failure
- Coronary Artery Disease
- Diabetes
- Chronic Obstructive Pulmonary Disease
- Musculoskeletal Disorders

#### ~~Healthcare Price and Quality Transparency Tool~~

- ~~• Quality ratings and estimated costs for healthcare providers, physicians and specialists~~
- ~~• Reviews for nearby doctors, facilities and services~~

#### ~~Health Assessment and~~ Total Wellbeing Portal

#### Financial Wellbeing

- Planning and guidance resources and tools
- Educational guides and workshops
- Online Portals

Certain services are available only to employees who elect coverage in an AT&T self-funded medical program option. Currently, employees who enroll in a fully-insured medical coverage option such as an HMO or waive medical coverage (opt-out) ~~will have access only to the YHM portal, the Health Assessment and Challenges may also be given access to all or part of the AT&T sponsored wellbeing programs, as determined by the Company.~~

The Company continues to retain the unilateral right to change, modify, amend or discontinue any and all of the component parts of the AT&T the benefits under Your Health Matters-sponsored wellbeing programs.

This letter will remain in effect through the term of the 2018-2026 Collective Bargaining Agreement.