Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2020

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A This return/report is for:
- [ ] a multiemployer plan
- [X] a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
- [ ] a single-employer plan
- [ ] a DFE (specify) ____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

Part II Basic Plan Information—enter all requested information

1a Name of plan
AT&T/WARNERMEDIA PENSION BENEFIT PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 10/01/1943

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
WARNER MEDIA, LLC

P.O. BOX 132160
DALLAS, TX 75313-2169

2b Employer Identification Number (EIN) 82-2449954

2c Plan Sponsor's telephone number 210-351-3333

2d Business code (see instructions) 515210

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/11/2021	PAUL W. STEPHENS
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor

AT&T SERVICES, INC.

P.O. BOX 132160
DALLAS, TX 75313-2160

3b Administrator's EIN
74-2782655

3c Administrator's telephone number
210-351-3333

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:
a Sponsor's name
c Plan Name

4b EIN

4d PN

5 Total number of participants at the beginning of the plan year	**5**	458572
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1) Total number of active participants at the beginning of the plan year	**6a(1)**	153947
a(2) Total number of active participants at the end of the plan year	**6a(2)**	139818
b Retired or separated participants receiving benefits	**6b**	172778
c Other retired or separated participants entitled to future benefits	**6c**	96318
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	408914
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	26790
f Total. Add lines **6d** and **6e**	**6f**	435704
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	2712
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

1A 1B 1C 3F 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

4L

9a Plan funding arrangement (check all that apply)

(1)	X	Insurance
(2)		Code section 412(e)(3) insurance contracts
(3)	X	Trust
(4)		General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

(1)		Insurance
(2)		Code section 412(e)(3) insurance contracts
(3)	X	Trust
(4)		General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

(1)	X	**R** (Retirement Plan Information)
(2)		**MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
(3)	X	**SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

(1)	X		**H** (Financial Information)
(2)			**I** (Financial Information – Small Plan)
(3)	X	1	**A** (Insurance Information)
(4)	X		**C** (Service Provider Information)
(5)	X		**D** (DFE/Participating Plan Information)
(6)			**G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2020 Form M-1 annual report. If the plan was not required to file the 2020 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE A
(Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

2020

This Form is Open to Public Inspection

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A Name of plan
AT&T/WARNERMEDIA PENSION BENEFIT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
WARNER MEDIA, LLC

D Employer Identification Number (EIN)
82-2449954

Part I **Information Concerning Insurance Contract Coverage, Fees, and Commissions** Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.

1 Coverage Information:

(a) Name of insurance carrier
TRANSAMERICA LIFE INSURANCE COMPANY

(b) EIN	**(c)** NAIC code	**(d)** Contract or identification number	**(e)** Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	**(g)** To
39-0989781	86231	02323-061	0	01/01/2020	12/31/2020

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	**(b)** Total amount of fees paid

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

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(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	182551
5	Current value of plan's interest under this contract in separate accounts at year end	5	

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.	6d	

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity

(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee

(3) ☐ guaranteed investment (4) ☒ other ▶ STABLE VALUE OPTION

b	Balance at the end of the previous year			7b	373651
c	Additions: (1) Contributions deposited during the year	7c(1)	534723		
	(2) Dividends and credits	7c(2)	0		
	(3) Interest credited during the year	7c(3)	5400		
	(4) Transferred from separate account	7c(4)	0		
	(5) Other (specify below)	7c(5)	0		
	▶				
	(6)Total additions			7c(6)	540123
d	Total of balance and additions (add lines **7b** and **7c(6)**)			7d	913774
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	715259		
	(2) Administration charge made by carrier	7e(2)	15964		
	(3) Transferred to separate account	7e(3)	0		
	(4) Other (specify below)	7e(4)	0		
	▶				
	(5) Total deductions			7e(5)	731223
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	182551

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- **a** ☐ Health (other than dental or vision)
- **b** ☐ Dental
- **c** ☐ Vision
- **d** ☐ Life insurance
- **e** ☐ Temporary disability (accident and sickness)
- **f** ☐ Long-term disability
- **g** ☐ Supplemental unemployment
- **h** ☐ Prescription drug
- **i** ☐ Stop loss (large deductible)
- **j** ☐ HMO contract
- **k** ☐ PPO contract
- **l** ☐ Indemnity contract
- **m** ☐ Other (specify) ▶

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	0
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	0
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2020

This Form is Open to Public Inspection

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
AT&T/WARNERMEDIA PENSION BENEFIT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
WARNER MEDIA, LLC

D Employer Identification Number (EIN)
82-2449954

E Type of plan: ☐ Single ☒ Multiple-A ☐ Multiple-B

F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2020

2 Assets:

a Market value	**2a**	53675882000
b Actuarial value	**2b**	51470005000

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	208614	23712331000	23712331000
b For terminated vested participants	99654	5356808000	5356808000
c For active participants	160515	14711323000	16065326000
d Total	468783	43780462000	45134465000

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	
5 Effective interest rate	**5**	5.72 %
6 Target normal cost	**6**	848901000

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

	09/29/2021
Signature of actuary	Date
BRIAN J. WALKER, ASA, EA	20-06719
Type or print name of actuary	Most recent enrollment number
AON CONSULTING, INC.	214-989-2679
Firm name	Telephone number (including area code)
5005 LBJ FREEWAY 14TH FLOOR DALLAS, TX 75244	
Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	586862892	8086667080
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	10017000	1357385000
9	Amount remaining (line 7 minus line 8)	576845892	6729282080
10	Interest on line 9 using prior year's actual return of 20.62 %	118946108	1162184920
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.56 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	695792000	7891467000

Part III Funding Percentages

14	Funding target attainment percentage	14	95.01 %
15	Adjusted funding target attainment percentage	15	114.03 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	92.76 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
			Totals ► 18(b)	0	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	
4.75 %	5.50 %	6.27 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	62

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment	☒ Yes	☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment	☒ Yes	☐ No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment	☒ Yes	☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6)	**31a**	848901000
b Excess assets, if applicable, but not greater than line 31a	**31b**	41000

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	2252968000	227032000
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	1075892000

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	695792000	380100000	1075892000

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)

41 If an election was made to use PRA 2010 funding relief for this plan:

a Schedule elected ☐ 2 plus 7 years ☐ 15 years

b Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2020** **This Form is Open to Public Inspection.**

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A Name of plan	**B** Three-digit plan number (PN) ▶
AT&T/WARNERMEDIA PENSION BENEFIT PLAN	001

C Plan sponsor's name as shown on line 2a of Form 5500	**D** Employer Identification Number (EIN)
WARNER MEDIA, LLC	82-2449954

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . ☐ Yes ☒ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	**(c)** Relationship to employer, employee organization, or person known to be a party-in-interest	**(d)** Enter direct compensation paid by the plan. If none, enter -0-.	**(e)** Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	**(f)** Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	**(g)** Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	**(h)** Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	**(c)** Relationship to employer, employee organization, or person known to be a party-in-interest	**(d)** Enter direct compensation paid by the plan. If none, enter -0-.	**(e)** Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	**(f)** Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	**(g)** Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	**(h)** Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	**(c)** Relationship to employer, employee organization, or person known to be a party-in-interest	**(d)** Enter direct compensation paid by the plan. If none, enter -0-.	**(e)** Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	**(f)** Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	**(g)** Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	**(h)** Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	**(c)** Relationship to employer, employee organization, or person known to be a party-in-interest	**(d)** Enter direct compensation paid by the plan. If none, enter -0-.	**(e)** Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	**(f)** Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	**(g)** Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	**(h)** Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	**(c)** Relationship to employer, employee organization, or person known to be a party-in-interest	**(d)** Enter direct compensation paid by the plan. If none, enter -0-.	**(e)** Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	**(f)** Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	**(g)** Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	**(h)** Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	**(c)** Relationship to employer, employee organization, or person known to be a party-in-interest	**(d)** Enter direct compensation paid by the plan. If none, enter -0-.	**(e)** Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	**(f)** Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	**(g)** Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	**(h)** Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name: MITCHELL & TITUS LLP

b EIN: 13-2781641

c Position: ACCOUNTANT

d Address: 80 PINE STREET
32ND FLOOR
NEW YORK, NY 10005

e Telephone: 212-709-4500

Explanation: DUE TO PLAN MERGER, ONLY ONE INCUMBENT ACCOUNTING FIRM COULD BE RETAINED. THE OTHER WAS TERMINATED. THERE WERE NO MATERIAL DISPUTES OR MATTERS OF DISAGREEMENT CONCERNING THE TERMINATION.

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2020

This Form is Open to Public Inspection.

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A Name of plan
AT&T/WARNERMEDIA PENSION BENEFIT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
WARNER MEDIA, LLC

D Employer Identification Number (EIN)
82-2449954

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: SBC MASTER PENSION TRUST

b Name of sponsor of entity listed in (a): AT&T INC.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
43-1301883-020	M	55120977000

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2020

This Form is Open to Public Inspection

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A Name of plan
AT&T/WARNERMEDIA PENSION BENEFIT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
WARNER MEDIA, LLC

D Employer Identification Number (EIN)
82-2449954

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reported on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	342000	344000
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	53673894000	55120977000
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	1273000	1558000
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	374000	183000
(15) Other	1c(15)		

			(a) Beginning of Year	**(b)** End of Year
1d	Employer-related investments:			
	(1) Employer securities	1d(1)		
	(2) Employer real property	1d(2)		
e	Buildings and other property used in plan operation	1e		
f	Total assets (add all amounts in lines 1a through 1e)	1f	53675883000	55123062000
	Liabilities			
g	Benefit claims payable	1g		
h	Operating payables	1h		
i	Acquisition indebtedness	1i		
j	Other liabilities	1j		
k	Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	53675883000	55123062000

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

	Income		**(a)** Amount	**(b)** Total
a	**Contributions:**			
	(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)		
	(B) Participants	2a(1)(B)		
	(C) Others (including rollovers)	2a(1)(C)		
	(2) Noncash contributions	2a(2)		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		0
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	2000	
	(B) U.S. Government securities	2b(1)(B)		
	(C) Corporate debt instruments	2b(1)(C)		
	(D) Loans (other than to participants)	2b(1)(D)		
	(E) Participant loans	2b(1)(E)		
	(F) Other	2b(1)(F)	5000	
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		7000
	(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
	(B) Common stock	2b(2)(B)		
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	9000	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		9000
	(3) Rents	2b(3)		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)	-196000	
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		-196000

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		6571810000
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		276000
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		6571906000
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	5124067000	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		5124067000
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: **(1)** Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		0
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		5124067000
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		1447839000
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		660000

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [ ] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [X] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: ERNST & YOUNG LLP **(2)** EIN: 34-6565596

d The opinion of an independent qualified public accountant is **not attached** because:

(1) [ ] This form is filed for a CCT, PSA, or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	4a		X	

			Yes	No	Amount
b	Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	4b		X	
c	Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	4c		X	
d	Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	4d		X	
e	Was this plan covered by a fidelity bond?	4e	X		25000000
f	Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g	Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h	Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i	Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X		
j	Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	4j		X	
k	Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l	Has the plan failed to provide any benefit when due under the plan?	4l		X	
m	If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m			
n	If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3	4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)
CENTURYLINK COMBINED PENSION PLAN	72-0651161	001
VERIZON MANAGEMENT PENSION PLAN	13-1675522	001

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 4315918.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2020

This Form is Open to Public Inspection.

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A Name of plan
AT&T/WARNERMEDIA PENSION BENEFIT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
WARNER MEDIA, LLC

D Employer Identification Number (EIN)
82-2449954

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 04-3510934

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3** 16056

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☒ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 **a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☒ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☒ **Both** ☐ **No**

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 **a** Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐

19 If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:
Stock: 36.3 % Investment-Grade Debt: 29.9 % High-Yield Debt: 2.0 % Real Estate: 7.7 % Other: 24.1 %

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☒ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☒ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation _____

ACCOUNTANT'S OPINION AND FINANCIAL STATEMENTS

Schedule H, Line 3

PLAN NAME: AT&T/WARNERMEDIA PENSION BENEFIT PLAN

EIN: 82-2449954

PLAN NUMBER: 001

Warner Media, LLC – AT&T/WarnerMedia Pension Benefit Plan, Financial Statements, 12/31/2020.

AT&T/WarnerMedia Pension Benefit Plan
AT&T Puerto Rico Pension Benefit Plan
Financial Statements and Supplemental Schedule

Years Ended December 31, 2020 and 2019, and
for the year ended December 31, 2020
with Reports of Independent Auditors

AT&T/WarnerMedia Pension Benefit Plan

AT&T Puerto Rico Pension Benefit Plan

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Report of Independent Auditors

AT&T Inc.
Plan Administrator

We have audited the accompanying financial statements of AT&T/WarnerMedia Pension Benefit Plan, which comprise the statements of net assets available for benefits as of December 31, 2020, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in conformity with U.S. generally accepted accounting principles; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free of material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial status of the AT&T/WarnerMedia Pension Benefit Plan at December 31, 2020, and the changes in its financial status for the year ended December 31, 2020, in conformity with U.S. generally accepted accounting principles.

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Supplemental Schedule

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying supplemental schedule of assets (held at end of year) as of December 31, 2020, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States. In our opinion, the information is fairly stated, in all material respects, in relation to the financial statements as a whole.

Report of Other Auditors on 2019 Financial Statements

The 2019 financial statements of the AT&T/WarnerMedia Pension Benefit Plan were audited by other auditors who expressed an unmodified opinion on those statements on October 13, 2020.

October 7, 2021

Ernst & Young LLP

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Report of Independent Auditors

AT&T Inc.
Plan Administrator

We have audited the accompanying financial statements of AT&T Puerto Rico Pension Benefit Plan, which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, and the related statement of changes in net assets available for benefits for the year ended December 31, 2020, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in conformity with U.S. generally accepted accounting principles; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free of material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial status of the AT&T Puerto Rico Pension Benefit Plan at December 31, 2020 and 2019, and the changes in its financial status for the year ended December 31, 2020, in conformity with U.S. generally accepted accounting principles.

October 7, 2021

Ernst & Young LLP

A member firm of Ernst & Young Global Limited

Statements of Net Assets Available for Benefits
At December 31
(Dollars in Thousands)

	2020		2019	
	AT&T/WarnerMedia Pension Benefit Plan	**AT&T Puerto Rico Pension Benefit Plan**	AT&T/WarnerMedia Pension Benefit Plan	AT&T Puerto Rico Pension Benefit Plan
Assets				
Investments, at fair value				
Plan interest in SBC Master Pension Trust	**$ 55,120,977**	**$ 38,323**	$ 53,673,894	$ 32,902
Cash and cash equivalents	**344**	**—**	342	—
Group annuity contract	**183**	**—**	374	—
Registered investment companies	**1,558**	**—**	1,273	—
Contributions receivable	**—**	**—**	—	2,191
Net assets available for benefits	**$ 55,123,062**	**$ 38,323**	$ 53,675,883	$ 35,093

See accompanying notes.

Statement of Changes in Net Assets Available for Benefits
For the Years Ended December 31, 2020
(Dollars in Thousands)

	AT&T/WarnerMedia Pension Benefit Plan	AT&T Puerto Rico Pension Benefit Plan
Additions		
Net investment gain from Plan's interest in SBC Master Pension Trust	**$ 6,571,810**	**$ 4,666**
Net investment gain from investments held outside SBC Master Pension Trust	**96**	**—**
Total additions	**6,571,906**	**4,666**
Deductions		
Pension and death benefits	**5,124,067**	**1,436**
Total deductions	**5,124,067**	**1,436**
Net increase before transfers	**1,447,839**	**3,230**
Transfers in due to Mandatory Portability Agreement (*Note 1*)	**(660)**	**—**
Net increase after transfers	**1,447,179**	**3,230**
Net assets available for benefits, beginning of year	**53,675,883**	**35,093**
Net assets available for benefits, end of year	**$ 55,123,062**	**$ 38,323**

See accompanying notes

AT&T/WarnerMedia Pension Benefit Plan
AT&T Puerto Rico Pension Benefit Plan
Notes to Financial Statements
(Dollars in Thousands)

1. Plan Descriptions

This report includes the AT&T/WarnerMedia Pension Benefit Plan ("AT&T/WM Plan") and the AT&T Puerto Rico Pension Benefit Plan ("PR Plan") (collectively, the Pension Plans) of AT&T Inc. ("AT&T" or the "Company") which participate in the SBC Master Pension Trust ("MPT"). The following descriptions of the AT&T/WM Plan and the PR Plan provide general information. The Pension Plans are summarized in the Summary Plan Descriptions, which have been distributed to all participants. Specific details of the Pension Plans' provisions are contained in the official plan documents, which may be examined without charge, by participants or beneficiaries at the Plan Administrator's office. The Plan Sponsors of the AT&T/WM Plan and the PR Plan are Warner Media, LLC and AT&T Inc. respectively. Plan participants or beneficiaries may obtain copies of the plan document by writing to the Plan Administrator at the following address: AT&T Services, Inc., ATTN: Plan Documents, P.O. Box 132160, Dallas, TX 75313-2160. There may be a charge for copying the document. The Pension Plans are subject to the provisions of the Employee Retirement Income Security Act of 1974 as amended ("ERISA").

Pursuant to the Mandatory Portability Agreement ("Agreement"), participants covered by the Agreement may transfer their accumulated interest in the Pension Plans to and from other plans sponsored by companies outside of the AT&T-controlled group that were part of the Bell System before its divestiture in 1984 and to successor companies. As a result, in 2020 and 2019, $(660) and $1,692, respectively, were transferred from/into the AT&T/ WM Plan.

On October 31, 2020, AT&T closed the sale of its Mobility operations in Puerto Rico. After the transaction, almost all active employees who participated in the PR Plan are no longer employed by AT&T. As a result, the PR Plan had a partial plan termination for the 2020 plan year and all affected participants were fully vested. There were no plan assets transferred to any successor plan sponsored by the acquirer. Benefit liabilities for the affected employees were retained in the PR Plan and subject to the distribution rights available from the PR Plan for any terminated employee. The impact of this sale is reflected in the December 31, 2020 accumulated plan benefit obligation as Sale of Mobility Puerto Rico as an increase of $4,221 related to the terminated employees.

AT&T/WarnerMedia Pension Benefit Plan

The AT&T/WM Plan is a noncontributory qualified defined benefit pension plan that covers certain management and bargained employees of the Company and includes employees from various mergers and acquisitions. Prior to the AT&T and Time Warner merger, the plan was named Time Warner Pension Plan. On June 14, 2018, Time Warner merged into a direct, wholly owned subsidiary of AT&T through a series of related transactions. Effective July 1, 2018, the Time Warner Pension Plan was amended to change its name to Warner Media, LLC Pension Plan. Effective October 29, 2019, the plan name was amended to change to AT&T/WarnerMedia Pension Benefit Plan.

Effective December 31, 2019, the AT&T Pension Benefit Plan ("AT&T Plan") was merged into the AT&T/WM Plan. As a result, AT&T plan assets totaling $51,069,913 were transferred into the AT&T/WM Plan on December 31, 2019. The Time Warner Trust merged into the MPT which included the AT&T Plan and the PR Plan with the MPT being the surviving trust as the sole funding medium for the AT&T/WM Plan. As a result of this merger, $2,603,981 transferred from the Time Warner Trust to the MPT.

Effective December 31, 2019, with the merger of the plans, the former Warner Media, LLC Pension Plan became a Component Part ("WarnerMedia Component Part") and the AT&T Plan became a Component Part ("AT&T Component Part") of the AT&T/WM Plan.

The WarnerMedia Component Part covers employees who had completed one year of eligible service prior to July 1, 2010 with WarnerMedia (formerly Time Warner) and/or its participating subsidiaries and who had otherwise satisfied the applicable participation rules. The AT&T/WM Plan is a multiple employer plan as The CW network,

LLC is a participating employer that is not a member of the AT&T controlled group. Employees covered by a collective bargaining agreement are eligible only if their agreement provides for plan coverage. Benefits under the WarnerMedia Component Part are based on a participant's years of eligible service and eligible compensation, as defined in the WarnerMedia Component Part. A participant's eligible compensation is limited by the Internal Revenue Code of 1986, as amended (the Code). A participant's benefits are 100% vested after five years of eligible service. Grandfathered benefits and different formula from various plans in effect prior to January 1, 2000 may apply. Effective after June 30, 2010, benefits provided under the WarnerMedia Component Part stopped accruing for additional years of service and the WarnerMedia Component Part was closed to new hires and employees who had not completed one year of eligible service prior to July 1, 2010. After December 31, 2013, pay increases are not taken into consideration when determining a participant's benefits under the WarnerMedia Component Part. However, years of service will continue to count for vesting and early retirement.

The AT&T Component Part covers the majority of all U.S. bargained and nonbargained employees of the participating subsidiaries of AT&T. Employees of participating subsidiaries are eligible to participate in the AT&T Component Part if they meet the eligibility requirements for the underlying applicable program, which are discussed below. The following descriptions of the AT&T Component Part provide general information. The AT&T/WM Plan is summarized in the Summary Plan Descriptions, which have been distributed to all participants.

The AT&T Component Part maintains the following programs, under which participants' benefits are calculated based on the plan from which they were merged:

Bargained Cash Balance Program
The Bargained Cash Balance Program maintains benefits for various collective bargaining units that have negotiated for their members to receive this specific cash balance form of pension benefit, but excludes most new hires after various negotiated dates beginning August 8, 2009.

Under the Bargained Cash Balance Program, employee pension benefits are calculated using a cash balance formula applying a percentage of pay that is credited to a notional account that accrues interest at a market rate based on the yield on 30-year U.S. Treasury securities.

Employees of certain collectively bargained units become eligible to participate in the Bargained Cash Balance Program if they have completed one year of service and are vested after five years of service (effective January 1, 2010, for active employees, three years of service). Once vested and following a termination of employment, employees may elect to receive their benefit in the form of a lump sum, life annuity, or joint and survivor annuity in accordance with the terms of the AT&T/WM Plan.

Bargained Cash Balance Program #2
The Bargained Cash Balance Program #2 maintains benefits for various collective bargaining units that have negotiated for their members to receive this specific cash balance form of pension benefit and includes a substantial majority of bargained employees hired after August 8, 2009.

Under the Bargained Cash Balance Program #2, employee pension benefits are calculated using a cash balance formula applying a percentage of pay based on age plus 2% supplemental credits of pay that exceeds the Social Security Wage Base, which is credited to a notional account that accrues 4.5% interest. Employees become eligible to participate in the Bargained Cash Balance Program #2 if they have completed one year of service and are vested after three years of service. Once vested and following a termination of employment, employees may generally elect to receive their benefit in the form of an annuity or a joint and survivor annuity (and for certain bargained groups a lump sum) in accordance with the terms of the AT&T/WM Plan.

Southwest Program
The Southwest Program maintains benefits for various collective bargaining units that have negotiated for their members to receive this pension benefit and covers participants employed by a Southwest Participating Company, as defined by the AT&T/WM Plan, but excludes most new hires after various negotiated dates beginning August 8, 2009.

Under the Southwest Program, employee pension benefits for bargained employees are generally calculated using a pension benefit formula based on a flat dollar amount per year of service according to job classification.

Employees of certain collectively bargained units become eligible to participate in the Southwest Program if they have completed one year of service and are vested after five years of service (effective January 1, 2010, for active employees represented by certain, but not all, collective bargaining agreements, three years of service). Once vested and following a termination of employment, employees may elect to receive their benefit in the form of a lump sum, life annuity, or joint and survivor annuity in accordance with the terms of the AT&T/WM Plan.

Nonbargained Program
The Nonbargained Program maintains benefits of certain nonbargained participants (with the exception of those programs mentioned below, which cover nonbargained participants) of the AT&T/WM Plan who are employed by a Nonbargained Participating Company, as defined by the AT&T/WM Plan, and who were hired prior to January 1, 2007. The Nonbargained Program also contains benefits of certain individuals who were formerly employees of Ameritech Publishing Ventures, Inc. (APVI) and whose benefit was frozen in 1993.

At December 31, 2004, the nonbargained employees' pension calculation formula was a cash balance plan formula, with a minimum benefit based upon a stated percentage of employees' adjusted career income. A nonbargained employee's pension benefit was the greater of the amount calculated under (i) the cash balance or defined lump sum formula or (ii) the traditional benefit formula. The Nonbargained Program was amended, effective January 15, 2005, to freeze benefit accruals under the cash balance and defined lump sum benefit formulas and to require that all future benefit accruals be based upon the plan's traditional pension formula (i.e., a stated percentage of an employee's adjusted career income). Each nonbargained employee's existing cash balance or defined lump sum will continue to earn interest at a variable annual market rate based on 30-year U.S. Treasury securities.

The program is limited to eligible employees hired prior to January 1, 2007. Employees are vested after five years of service (effective January 1, 2010, for active employees, three years of service). Once vested and following a termination of employment, employees may elect to receive the portion of their previous pension benefit derived under the cash balance or defined lump sum as a lump sum or an annuity. The remaining pension benefit, if any, will be paid as a joint and survivor annuity, or life annuity if its value exceeds a stated monthly amount in accordance with the terms of the AT&T/WM Plan. Effective January 1, 2018, employees terminating on or after May 25, 2018 who commence their benefit on or after June 1, 2018 are eligible to receive their total benefit as a lump sum.

Effective January 1, 2013, this program document was restructured to include benefits previously provided under the Midwest Publishing Ventures Program document which was eliminated.

West Program
The West Program maintains benefits for various collective bargaining units that have negotiated for their members to receive this pension benefit and covers participants employed by a West Participating Company, as defined by the AT&T/WM Plan, but excludes most new hires after various negotiated dates beginning August 8, 2009.

Under the West Program, employee pension benefits are generally calculated using a pension benefit formula based on a flat dollar amount per year of service according to job classification.

Employees of certain collectively bargained units become eligible to participate in the West Program if they have completed one year of service and are vested after five years of service. Once vested and following a termination of employment, employees may elect to receive their benefit in the form of a lump sum if elected within the applicable time period specified under the AT&T/WM Plan, life annuity, or joint and survivor annuity in accordance with the terms of the AT&T/WM Plan.

East Program
The East Program maintains benefits for various collective bargaining units that have negotiated for their members to receive this pension benefit and covers participants employed by an East Participating Company, as defined by the AT&T/WM Plan but excludes most new hires after various negotiated dates beginning August 8, 2009.

Under the East Program, employee pension benefits are generally calculated using a cash balance formula applying basic benefit credits determined based on pay and service category and promotion credits where applicable, which are credited to a notional account that accrues interest determined based on a negotiated interest crediting rate, the greater of 4% or the annual market rate based on 30-year U.S. Treasury securities.

Employees of certain collectively bargained units become eligible to participate in the East Program if they have completed one year of service and are vested after five years of service (effective January 1, 2010, for active employees, three years of service). Once vested and following a termination of employment, employees may elect to receive their benefit in the form of a lump sum, life annuity, joint and survivor annuity, life annuity with a lump sum to surviving spouse or estate, or a combination of lump sum and life annuity in accordance with the terms of the AT&T/WM Plan.

Midwest Program
The Midwest Program maintains benefits for various collective bargaining units that have negotiated for their members to receive this pension benefit and covers participants employed by a Midwest Participating Company, as defined by the AT&T/WM Plan, but excludes most new hires after various negotiated dates beginning August 8, 2009. The Midwest Program also contains benefits of certain individuals who were formerly employees of APVI and whose benefit was frozen in 1993.

Under the Midwest Program, employee pension benefits are generally calculated using a pension benefit formula based on a flat dollar amount per year of service according to job classification.

Employees of certain collectively bargained units become eligible to participate in the Midwest Program if they have completed one year of service after attaining age 21 and are vested after five years of service. Once vested and following a termination of employment, employees may elect to receive their benefit in the form of a lump sum, life annuity, or joint and survivor annuity in accordance with the terms of the AT&T/WM Plan.

Effective January 1, 2013, this program document was restructured to include benefits previously provided under the Midwest Publishing Ventures Program document which was eliminated.

Mobility Program
The Mobility Program maintains benefits of (i) all U.S. nonbargained employees hired prior to January 1, 2006, employed by a Mobility Participating Company and (ii) bargained participants whose collective bargaining units have negotiated for their members to receive this pension benefit, and covers participants employed by a Mobility Participating Company, as defined by the AT&T/WM Plan, but excludes most new hires after various negotiated dates beginning January 1, 2010.

Under the Mobility Program, employee pension benefits are generally calculated using a cash balance formula applying basic benefit credits determined based on pay, which are credited to a notional account that accrues interest at a market rate based on the yield on 30-year Treasury securities.

Employees of certain collectively bargained units, and certain management employees hired to a participating employer before January 1, 2006, become eligible to participate in the Mobility Program if they have completed one year of service and are vested after five years of service (effective January 1, 2010, for active employees, three years of service). Once vested and following a termination of employment, employees may elect to receive their benefit in the form of a lump sum, life annuity, or joint and survivor annuity in accordance with the terms of the AT&T/WM Plan.

The Mobility Program also maintains benefits accrued under the Southern New England Telephone (SNET) bargaining units in the Communications Workers of America (CWA) District 1 and members of the Pacific Bell Wireless Facilities bargaining unit in the CWA District 9. Benefits accrued under District 1 ceased December 31, 2005, and benefits accrued under District 9 ceased December 31, 2002. Accrued benefits will be administered pursuant to the provisions of the AT&T/WM Plan.

AT&T Legacy Management Program
The AT&T Legacy Management Program maintains benefits of certain nonbargained employees hired prior to January 1, 2007, employed by an AT&T Legacy Management Participating Company, as defined by the AT&T/WM Plan.

Under the AT&T Legacy Management Program, employee pension benefits are generally calculated under a cash balance formula calculated as basic credits as a percentage of pay based on an age credit factor plus supplemental credits of pay (again based on an age credit factor) that exceeds the Social Security Wage Base, which is credited to a notional account that accrues interest at an annual rate of 4%. Active participants of a participating company at January 1, 1997, also participate in a frozen pension formula that provides for a minimum pension benefit based on a formula that included pensionable compensation and net credit service through July 31, 1997, or a formula based on an average annual pensionable compensation for a three-year pay base averaging period through December 1996. Participants with a greater annuity benefit from prior plan formulas will receive the greater amount.

The program is limited to eligible employees hired prior to January 1, 2007. Employees are vested after five years of service (effective January 1, 2010, for active employees, three years of service). Once vested and following a termination of employment, employees may elect to receive their benefit in the form of a life annuity or joint and survivor annuity in accordance with the terms of the AT&T/WM Plan. However, the participant can instead elect to receive a lump sum amount up to a certain threshold, with the remainder paid as an annuity. Effective January 1, 2018, employees terminating on or after May 25, 2018 who commence their benefit on or after June 1, 2018 are eligible to receive their benefit as a single lump sum payment.

Mobility Bargained Program
The Mobility Bargained Program maintains benefits for various collective bargaining units that have negotiated for their members to receive this pension benefit and covers participants employed by a Mobility Bargained Participating Company, as defined by the AT&T/WM Plan, but excludes most new hires after various negotiated dates beginning January 1, 2009.

Under the Mobility Bargained Program, employee pension benefits are generally calculated using a pension benefit formula based on a flat dollar amount per year of service according to job classification. Employees of certain collectively bargained units become eligible to participate in the Mobility Bargained Program if they have completed one year of service and are vested after five years of service. Once vested and following a termination of

employment, employees may elect to receive their benefit in the form of a life annuity or joint and survivor annuity, and in some limited cases, a lump sum, in accordance with the terms of the AT&T/WM Plan.

Management Cash Balance Program
The Management Cash Balance Program maintains benefits of specified nonbargained employees of the AT&T Controlled Group, as defined by the AT&T/WM Plan, generally hired on or after January 1, 2007 (except for certain AT&T Mobility Services, LLC employees hired on or after January 1, 2006). This Program was frozen to new hire managers effective January 1, 2015.

Under the Management Cash Balance Program, employee pension benefits are calculated using a cash balance formula applying basic credits as a percentage of pay based on an age credit factor, plus 2% supplemental credits of pay that exceeds the Social Security Wage Base, which is credited to a notional account that accrues 4.5% interest.

Employees become eligible to participate in the Management Cash Balance Program if they have completed one year of service and are vested after three years of service. Once vested and following a termination of employment, employees may elect to receive their benefit in the form of a life annuity or joint and survivor annuity in accordance with the terms of the AT&T/WM Plan. Effective January 1, 2015, employees terminating after such date are eligible to receive their benefit as a single lump sum payment. Effective October 1, 2016, all employees regardless of termination date are eligible to receive their benefit as a single lump sum payment.

Southeast Management Program
The Southeast Management Program maintains benefits for certain nonbargained employees hired prior to January 1, 2007, employed by a Southeast Management Participating Company, as defined by the AT&T/WM Plan.

Under the Southeast Management Program, employee pension benefits are generally calculated using a cash balance formula calculated as basic credits as a percentage of pay based on service plus 3% supplemental credits of pay that exceeds the Social Security Wage Base, which is credited to a notional account that accrues interest at the greater of 3.79% or a market rate based on the yield on 30-year Treasury securities. Certain specified participants as of June 30, 1993, also participate in a frozen pension formula that provides a minimum pension benefit based on a formula that included pensionable compensation through June 30, 1993, and net credited service through December 31, 2005. Participants with an accrued benefit from the prior plan formula will receive the greater amount.

The program is limited to eligible employees hired prior to January 1, 2007. Employees are vested after three years of service. Once vested and following a termination of employment, employees may elect to receive their benefit in the form of a lump sum, life annuity or joint and survivor annuity in accordance with the terms of the AT&T/WM Plan.

Southeast Program
The Southeast Program maintains benefits for various collective bargaining units that have negotiated for their members to receive this pension benefit and covers participants employed by a Southeast Participating Company, as defined by the AT&T/WM Plan but excludes most new hires after various negotiated dates beginning August 8, 2009.

Under the Southeast Program, employee pension benefits are generally calculated using a cash balance formula based on credits, determined by reference to pension bands that are credited to a notional account that accrues interest at a market rate based on the yield on 30-year U.S. Treasury securities. Benefits prior to January 1, 1999, remain under the traditional dollar per year of service annuity pension formula.

Employees of certain collectively bargained units become eligible to participate in the Southeast Program immediately and are vested after five years of service (effective January 1, 2010, for certain active employees, three years of service). Once vested and following a termination of employment, employees may elect to receive their benefit in the form of a lump sum, life annuity, joint and survivor annuity, or a combination of lump sum and annuity in accordance with the terms of the AT&T/WM Plan.

AT&T Legacy Bargained Program
The AT&T Legacy Bargained Program maintains benefits for various collective bargaining units that have negotiated for their members to receive this pension benefit and covers participants employed by an AT&T Legacy Bargained Participating Company, as defined by the AT&T/WM Plan, but excludes most new hires after various negotiated dates beginning August 8, 2009.

Under the AT&T Legacy Bargained Program, employee pension benefits are generally calculated using a cash balance formula based on credits, determined by reference to pension bands that are credited to a notional account that accrues interest at the annual market rate based on the yield of 30 year US Treasury securities, and effective January 1, 2013, no less than 3.75%, depending upon the provisions of the applicable bargaining agreement. Certain participants who met certain eligibility requirements as of September 30, 1998, are generally eligible for a traditional dollar per year of service annuity pension formula (and receive the greater of this traditional formula and the cash balance benefit).

Employees of certain collectively bargained units become eligible to participate in the AT&T Legacy Bargained Program immediately upon attainment of age 21 and are vested after five years of service (effective January 1, 2010, for active employees, three years of service). Once vested and following a termination of employment, employees may elect to receive their benefit in the form of a lump sum, life annuity, or joint and survivor annuity in accordance with the terms of the AT&T/WM Plan.

DIRECTV Program
The DIRECTV Program maintains benefits for certain nonbargained employees hired prior to January 1, 2016, employed by a DIRECTV Participating Company, as defined by the AT&T/WM Plan.

The DIRECTV Program covers many of the employees of DIRECTV and certain subsidiary companies, provides benefits to be paid to eligible employees or their beneficiaries upon retirement. Certain participants, who elected to contribute prior to July 1, 2010, are eligible to contribute and receive a contributory benefit, while all other participants are eligible for a noncontributory benefit. In addition, some participants are eligible for a cash balance benefit. In connection with the July 2015 merger, DIRECTV became a wholly-owned subsidiary of AT&T.

Effective December 1, 2001, the DIRECTV Program established a cash balance alternative. Employees with a noncontributory benefit will receive the greater of their existing noncontributory benefit or the new cash balance benefit. Effective December 1, 2006, all DIRECTV employees, including certain Customer Call Center employees who had not previously participated in the AT&T/WM Plan, were eligible to become AT&T/WM Plan participants and accrue cash balance benefits, after completing one year of service and are vested after three years of service. Effective December 1, 2007, the cash balance crediting rate for all new participants changed from a range of 2% to 4%; to rates of 3%, 3.5%, and 4% depending on years of vesting service. The DIRECTV Program was frozen to new entrants effective January 1, 2016. Effective November 30, 2019, all contributory and noncontributory benefits covered under the DIRECTV Program were frozen, and applicable employees began accruing a DIRECTV Program cash balance account.

AT&T Puerto Rico Pension Benefit Plan

The PR Plan is a noncontributory qualified defined benefit pension plan covering substantially all bargained and nonbargained employees (hired prior to certain dates, as discussed below) of the participating subsidiaries of AT&T who reside in the Commonwealth of Puerto Rico. Employees of participating subsidiaries are eligible to participate in the PR Plan if they meet the eligibility requirements for the underlying applicable program, which are discussed below.

At December 31, 2020 and 2019, the PR Plan's assets are invested in the MPT (see Note 8).

The PR Plan maintains the following programs, under which participants' benefits are calculated based on the plan from which they merged:

AT&T Legacy Management Program
The AT&T Legacy Management Program maintains benefits for management employees hired prior to January 1, 2007 who are residents of the Commonwealth of Puerto Rico. AT&T Corporation (ATTC) originally established the AT&T Management Pension Plan effective October 1, 1980, covering management employees of ATTC and its subsidiaries. Effective December 31, 2006, the participants in that plan, and their respective beneficiaries and alternate payees, who were residents of the Commonwealth of Puerto Rico were transferred to a new plan, which at the time was known as the AT&T Puerto Rican Pension Benefit Plan, AT&T Legacy Management Program, and AT&T became the Plan Sponsor. Effective January 1, 2009, this plan was renamed the AT&T Puerto Rico Pension Benefit Plan (PR Plan).

Under the AT&T Legacy Management Program, employee pension benefits are calculated under a cash balance formula calculated as basic credits as a percentage of pay based on an age credit factor plus supplemental credits of pay (again based on an age credit factor) that exceeds the Social Security Wage Base, which is credited to a notional account that accrues interest at an annual rate of 4%. Active participants of a participating company at January 1, 1997, also participate in a frozen pension formula that provides for a minimum pension benefit based on a formula that included pensionable compensation and net credit service through July 31, 1997, or a formula based on an average annual pensionable compensation for a three-year pay base averaging period through December 1996. Participants with a greater annuity benefit from prior plan formulas will receive the greater amount. The program is limited to eligible employees hired prior to January 1, 2007. Employees are vested after five years of service (effective January 1, 2010, for active employees, three years of service). Once vested and following a termination of employment, employees may elect to receive their benefit in the form of a life annuity or joint and survivor annuity in accordance with the terms of the PR Plan. However, the participant can instead elect to receive a lump sum amount up to a certain threshold, with the remainder paid as an annuity. Effective January 1, 2018, employees terminating on or after May 25, 2018 who commence their benefit on or after June 1, 2018 are eligible to receive their benefit as a single lump sum payment. Effective January 1, 2019, all employees regardless of termination date are eligible to receive their benefit as a single lump sum payment.

AT&T Legacy Bargained Program
The AT&T Legacy Bargained Program (formerly the AT&T Pension Plan) maintains benefits of specified bargained employees hired prior to August 9, 2009 who are residents of the Commonwealth of Puerto Rico of participating companies as defined by the PR Plan.

Under the AT&T Legacy Bargained Program, employee pension benefits are calculated under a cash balance formula based on credits, determined by reference to pension bands that are credited to a notional account that accrues interest at the annual market rate based on the yield of 30 year US Treasury securities, and effective January 1, 2013, no less than 3.75%. Certain participants who met certain eligibility requirements as of September 30, 1998,

are generally eligible for a traditional dollar per year of service annuity pension formula (and receive the greater of this traditional formula and the cash balance benefit).

The program is limited to employees hired prior to August 9, 2009. Employees are vested after five years of service (effective January 1, 2010, for active employees, three years of service). Once vested and following a termination of employment, employees may elect to receive their benefit in the form of a lump sum, life annuity, or joint and survivor annuity in accordance with the terms of the PR Plan.

Mobility Program
The Mobility Program maintains benefits of all employees hired prior to January 1, 2006 for nonbargained employees and January 1, 2012 for bargained employees on the Puerto Rico payroll of a subsidiary of AT&T Mobility Services, LLC, formerly Cingular Wireless Services, LLC (Mobility).

Under the Mobility Program employee pension benefits are generally calculated as a percentage of pay, which is credited to a notional account that accrued interest at a market rate based on the yield on 30-year U.S. Treasury securities. The program is limited to eligible employees hired prior to January 1, 2006 for management employees and prior to January 1, 2012 for bargained employees. Employees are vested after five years of service; however, effective January 1, 2010, for active employees, three years of service. If a participant reaches normal retirement age, dies or becomes disabled while still employed by Mobility and prior to attaining vested status, the participant would become fully vested at that time.

2. Summary of Significant Accounting Policies

Basis of Accounting and Use of Estimates

The accompanying financial statements are prepared on the accrual basis of accounting in accordance with U.S. generally accepted accounting principles (GAAP). GAAP requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

Benefits are recorded when paid.

Investment Valuation

Investments in all trusts are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Management believes that the portfolio is well-diversified with no significant concentrations of risk. See Note 3 for further discussion.

Investments in securities traded on a national securities exchange are valued at the last reported sales price on the last business day of the year. If no sale was reported on that date, they are valued at the last reported bid price. Investments in securities not traded on a national securities exchange are valued using pricing models, quoted prices of securities with similar characteristics or discounted cash flows. Over-the-counter (OTC) securities and government obligations are valued at the bid price or the average of the bid and asked price on the last business day of the year from published sources where available and, if not available, from other sources considered reliable. Depending on the types and contractual terms of OTC derivatives, fair value is measured using valuation techniques, such as the Black-Scholes option pricing model, simulation models or a combination of various models.

Common/collective trust funds, pooled separate accounts, non-publicly traded registered investment companies, partnership/joint venture interests, real estate funds and other interest bearing and commingled (103-12) investment entities are valued at the net asset values of units held at year-end.

Alternative investments not having an established market are valued at fair value as determined by the investment managers. Real estate and natural resource direct investments are valued either at amounts based upon appraisal reports prepared by independent third-party appraisers or at amounts as determined by internal appraisals performed by the investment manager. Real estate appraisals have been reviewed by an external valuation consultant.

Corporate, U.S. Government, and other bonds and notes are valued based upon pricing provided by an external pricing service when such pricing is available. In the event a security is too thinly traded or narrowly held to be priced by such a pricing service, or the price furnished by such external pricing services is deemed inaccurate, the managers will then solicit broker/dealer quotes (spreads or prices). In cases where such quotes are available, fair value will be determined based solely upon such quotes provided. Managers will typically use a pricing matrix for determining fair value in cases where an approved pricing service or a broker/dealer is unable to provide a fair valuation for specific fixed-rate securities such as many private placements. New fixed-rate securities will be initially valued at cost at the time of purchase. Thereafter, each bond and note will be assigned a spread from a pricing matrix that will be added to current Treasury rates. The pricing matrix derives spreads for each bond and note based on external market data, including the current credit rating for the bonds and notes, credit spreads to Treasuries for each credit rating, sector add-ons or credits, issue specific add-ons or credits as well as call or other options.

In substantiating the reasonableness of the pricing data provided by third parties, the general partner or fund manager evaluates a variety of factors including review of methods and assumptions used by external sources, recently executed transactions, existing contracts, economic conditions, industry and market developments and overall credit ratings. The Company meets with and monitors the performance of the fund managers on a periodic basis throughout the year. These estimated fair values may differ significantly from the values that would have been used had a ready market for these investments existed, and such differences could be material.

The Preferred Interests (as defined and discussed later in this Note under *Contributions and Actuarial Method*) is appraised by an independent investment manager using generally accepted methods of analysis. A discounted cash flow (DCF) model of the Preferred Interests' expected distribution and option settlement proceeds is developed. It considers the credit quality of Mobility and the Preferred Interests, the potential timing of put or call option exercises, the liquidity of the Preferred Interests, the potential settlement of the Preferred Interests with AT&T

unregistered common shares, and the cap on the number of AT&T shares that AT&T has committed to use in an option settlement (Capped Number of AT&T Shares). The investment manager further analyzes the DCF model with methods it deems appropriate. For example, in recognition of the uncertainty of the date on which an option may be exercised for the Preferred Interests, the investment manager uses the Black-Dermon-Toy (BDT) binomial lattice to see how sensitive the DCF result is to the assumed exercise date. The investment manager also uses Monte Carlo simulation to model future movements of AT&T's stock price and short term interest rates on a stochastic basis to determine the potential of the Capped Number of AT&T Shares to impact the valuation of the Preferred Interests.

Purchases and sales of securities are recorded as of the trade date. Realized gains and losses on sales of securities are determined on the basis of average cost. Interest income is recognized on the accrual basis. Dividend income is recognized on the ex-dividend date.

Non-interest bearing cash and overdrafts are valued at cost, which approximates fair value.

Recent Accounting Standards

In August 2018, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) 2018-13, Disclosure Framework- Changes to the Disclosure Requirements for Fair Value Measurement. This amendment to the Accounting Standards Codification Topic 820, Fair Value Measurement, eliminates, adds and modifies certain disclosure requirements for fair value measurements. The amendment was effective for fiscal years beginning after December 15, 2019. The adoption of this standard did not significantly impact the Plans' financial statements.

Contributions and Actuarial Method

Contributions to the Pension Plans are determined on a going-concern basis by an actuarial cost method known as the unit credit method. Under this method, benefits are estimated at each decrement age using service and earnings as of the valuation date, such that accumulated net assets of the Pension Plans (including future investment earnings and contributions as estimated by the enrolled actuary) should be sufficient to pay all future benefits for current and former employees and their beneficiaries at the time those benefits become payable. The actual return on investments (when positive) of the Pension Plans serves to reduce future contributions that would otherwise be required to provide the defined level of benefits.

On September 9, 2013 (Contribution Date), AT&T made a voluntary contribution of 320 million Series A Cumulative Perpetual Preferred Membership Interests (Preferred Interests) in AT&T Mobility II LLC (Mobility), the holding company for its wireless business, to the MPT, which was allocated in its entirety to the AT&T/WM Plan. The MPT is entitled to receive cumulative cash distributions from Mobility of $560,000 per annum, which will be distributed quarterly in equal amounts upon declaration and will be accounted for as investment income. The terms of the Preferred Interests and related documents were modified in 2018 to simplify transferability and enhance marketability.

The Preferred Interests had a value of $9,104,000 on the Contribution Date and were valued at $8,806,400 as of December 31, 2019. On September 28, 2020, the Trust sold one-third of its ownership for an aggregate consideration of $2,885,111, corresponding to a price of $27.05 per Preferred Interest. The post-sale valuation as of December 31, 2020 is $5,770,667. A holder of the Preferred Interests may put the Preferred Interests to Mobility on or after the earliest of certain events or September 9, 2020. Mobility may redeem the Preferred Interests upon a change in control of Mobility on or after September 9, 2022. When either option arises due to a passage of time, that option may be exercised only during certain periods. The price at which a put option or a redemption option can be exercised is the greater of (1) the market value of the interest as of the last date of the quarter preceding the date of

the exercise of a put or redemption option and (2) the sum of (a) twenty-five dollars ($5,333,333 in the aggregate) plus (b) any accrued and unpaid distributions. The redemption price may be paid with cash, AT&T common stock, or a combination of cash and AT&T common stock, at Mobility's sole election. In no event shall Mobility be required to deliver more than 250 million shares of AT&T common stock to settle put and redemption options. AT&T has the intent and ability to settle the Preferred Interests with cash.

The Pension Plans have met the ERISA minimum funding requirements for 2020 and 2019. No contribution was made for the 2020 plan year.

Actuarial Present Values of Accumulated Plan Benefits

Accumulated plan benefits are those estimated future periodic payments, including lump sum distributions that are attributable under the Pension Plans' provisions to the service that employees have rendered to AT&T's participating subsidiaries as of the valuation date. Accumulated plan benefits include benefits expected to be paid to: (a) retired or terminated employees or their beneficiaries; (b) beneficiaries of deceased employees; and (c) present employees or their beneficiaries. The accumulated plan benefits for active employees are based on census data and the plan provisions in effect at the end of the plan year. Benefits payable upon retirement, death, disability, or withdrawal are included to the extent that they are deemed attributable to employee service rendered as of the valuation date.

The actuarial present value of accumulated plan benefits is that amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment. The significant assumptions used to determine the actuarial present values of accumulated plan benefits as of December 31, 2020 and 2019 include (a) rates of retirement, withdrawal, and disability based on experience studies of participating subsidiary employees; (b) rates of mortality, for 2020, pre-commencement mortality (and post-commencement mortality for WarnerMedia) based on Pri-2012 mortality tables projected generationally with Projection Scale MP-2020 and post-commencement mortality (for non-WarnerMedia) based on AT&T's custom mortality table projected generationally with Projection Scale MP-2020; and for 2019, pre-commencement mortality (and post-commencement mortality for WarnerMedia) based on Pri-2012 Mortality Table projected generationally with Projection Scale MP-2019 and post-commencement mortality (for non-WarnerMedia) based on AT&T's custom mortality table projected generationally with Projection Scale MP-2019; (c) the following interest rates:

	2020	2019
Expected Return on Assets:		
AT&T/WarnerMedia Pension Benefit Plan	6.25%	6.50%
AT&T Puerto Rico Pension Benefit Plan	6.25%	6.50%

The foregoing actuarial assumptions are based on the presumption that the Pension Plans will continue. Were the Pension Plans to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

3. Fair Value Measurements

Accounting Standards Codification (ASC) Topic 820, *Fair Value Measurement* establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active

markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described below:

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Pension Plans have the ability to access.

Level 2 Inputs to the valuation methodology include:

- Quoted prices for similar assets and liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted market prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement. Fair value is often based on internally developed models in which there are few, if any, external observations.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used should maximize the use of observable inputs and minimize the use of unobservable inputs.

The valuation methodologies described in Note 2 may produce a fair value calculation that may not be indicative of net future realizable value or reflective of future fair values. The use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date. There have been no changes in the methodologies used at December 31, 2020 and 2019.

The following table presents information about the AT&T/WM Plan's assets and liabilities required to be carried at fair value on a recurring basis, as of December 31, 2020 and 2019. As of December 31, 2020 and 2019, there were no assets or liabilities outside of the MPT classified as Level 3.

	2020		
	Level 1	**Level 2**	**Total**
Assets			
Cash and cash equivalents[(a)]	**$ 344**	**$ —**	**$ 344**
Group annuity contract	**—**	**183**	**183**
Registered investment companies	**1,558**	**—**	**1,558**
Total assets	**1,902**	**183**	**2,085**
Total	**$ 1,902**	**$ 183**	**$ 2,085**

	2019		
	Level 1	**Level 2**	**Total**
Assets			
Cash and cash equivalents[(a)]	$ 342	$ —	$ 342
Group annuity contract	—	374	374
Registered investment companies	1,273	—	1,273
Total assets	1,615	374	1,989
Total	$ 1,615	$ 374	$ 1,989

(a) As of December 31, 2020 and 2019, cash and cash equivalents primarily consisted of $344 of cash and $342 of money market funds, respectively.

The following is a description of the valuation methodologies used for assets and liabilities measured at fair value.

Cash equivalents: Cash equivalents consist of investments in money market funds valued at net asset value per unit equal to one dollar and are classified as a Level 1 investment in the fair value hierarchy.

Group annuity contract: The Plan's group annuity contract is invested in a fixed-dollar deposit fund, is recorded at contract value at an amount that approximates fair value and is classified as a Level 2 investment in the fair value hierarchy.

Registered investment companies: Consist of mutual funds, which are valued at the closing price of shares held by the Plan at year end and are classified as Level 1 investments in the fair value hierarchy.

See Note 8 for the fair value hierarchy for the MPT investments.

4. Accumulated Plan Benefits

The Pension Plans' actuarial present value of accumulated plan benefits as of December 31, 2020 and 2019 presented below were determined using discount rates of 6.25% and 6.50%, respectively. The Pension Plans use the expected rate of return on plan assets as a basis for determining the interest rate assumption.

The actuarial present values of the Pension Plans' accumulated plan benefits at December 31, 2020 and 2019 are presented below:

	2020		2019	
	AT&T/ WarnerMedia Pension Benefit Plan	**AT&T Puerto Rico Pension Benefit Plan**	AT&T/ WarnerMedia Pension Benefit Plan	AT&T Puerto Rico Pension Benefit Plan
Vested benefits:				
Participants currently receiving payments	**$ 21,639,111**	**$ 6,741**	$ 21,784,676	$ 6,682
Other participants	**20,539,745**	**26,670**	20,056,910	20,741
Nonvested benefits	**1,505,799**	**75**	1,589,497	21
Total	**$ 43,684,655**	**$ 33,486**	$ 43,431,083	$ 27,444

The significant changes in the Pension Plans accumulated plan benefits between the December 31, 2019 and December 31, 2020 actuarial valuations are as follows:

	AT&T/ WarnerMedia Pension Benefit Plan	AT&T Puerto Rico Pension Benefit Plan
Actuarial present value of accumulated plan benefits as of December 31, 2019	$ 43,431,083	$ 27,444
Increase (decrease) during the year attributable to:		
Decrease in discount period	2,659,110	1,738
Plan amendments	68,703	—
Change in interest crediting and lump sum conversion rate [(1)]	595,380	(759)
Sale of Mobility Puerto Rico	—	4,221
Change in mortality scale	(124,045)	(42)
Change in withdrawal assumption	4,813	12
Change in discount rate	793,277	482
Transfer postretirement death benefits to Umbrella Plan	(12,020)	—
Additional benefits earned and experience gains/losses	1,392,421	1,826
Benefits paid	(5,124,067)	(1,436)
Net increase	253,572	6,042
Actuarial present value of accumulated plan benefits as of December 31, 2020	$ 43,684,655	$ 33,486

(1) The long-term cash balance crediting rate assumption for plans that based its rate on the 30-year Treasury was changed from 2.28% to 1.62%. The long-term lump sum conversion interest rate assumption for 30-year Treasuries was changed from 2.28% to 1.62%. The 417(e)(3) PPA effective lump sum conversion rate was updated to the full yield curve (FYC) as of the measurement date.

During 2020, bargained pension benefits were updated according to ratifications, mostly in-line with anticipated dollar band increases, increasing the accumulated plan benefits by $68,703. Effective December 31, 2020 the AT&T/WM Plan was amended such that pensioner death benefits are now payable outside of the AT&T/WM Plan for certain bargained retirees who terminated prior to January 1, 2017 and decease on or after December 31, 2020.

5. Tax Status

The AT&T/WM Plan has received a determination letter from the Internal Revenue Service ("IRS") dated February 5, 2021 stating that the AT&T/WM Plan is qualified under Section 401(a) of the Code and, therefore, the related trust is exempt from taxation. The PR Plan has received a determination letter from the IRS dated September 8, 2015. The PR Plan filed for a new determination letter on August 31, 2020, pursuant to Revenue Procedure 2020-4. Subsequent to these determinations by the IRS, the plans were amended. Once qualified, the Pension Plans are required to operate in conformity with the IRC to maintain their qualification. Although the IRS no longer allows determination letter requests except in limited circumstances, the plan administrator has indicated that it will take the necessary steps, if any, to maintain the Pension Plans' operations in compliance with the IRC, should any tax qualification issues arise.

The PR Plan has also received a determination letter from the Commonwealth of Puerto Rico's Department of Treasury (Treasury) dated February 26, 2015, stating that the Plan is qualified under Section 1081.01 of the IRC for a New Puerto Rico (the Puerto Rico Code), and therefore, the related trust is exempt from taxation. Subsequent to

this determination by the Treasury, this plan was amended and restated. Once qualified, the PR Plan is required to operate in conformity with Puerto Rico Code to maintain its qualified status. The plan administrator has indicated that it will take the necessary steps, if any, to maintain the PR Plan's operations into compliance with the Puerto Rico Code, should any tax qualification issues arise.

Accounting principles generally accepted in the United States require plan management to evaluate uncertain tax positions taken by the Pension Plans. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS or Treasury. The plan administrator has analyzed the tax positions taken by the Pension Plans, and has concluded that as of December 31, 2020, there are no uncertain positions taken or expected to be taken. The Pension Plans have recognized no interest or penalties related to uncertain tax positions. The Pension Plans are subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

6. Risks and Uncertainties

The Pension Plans invest in various securities. Investment securities are exposed to various risks such as interest rate, liquidity, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits. The Pension Plans' contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimation and assumption process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

7. Termination Priorities

Although it has not expressed any intention to do so, AT&T has the right under the Pension Plans to discontinue its contributions at any time and to terminate the Pension Plans subject to the provisions set forth by ERISA.

In the event that the Pension Plans are terminated, subject to conditions set forth by ERISA:

- the Pension Plans provide that the net assets available for plan benefits shall be allocated among the participants and beneficiaries of the Pension Plans in the order provided for by ERISA;
- to the extent unfunded vested benefits then exist, ERISA provides that such benefits are payable by the Pension Benefit Guaranty Corporation to participants, up to specified limitations, as described in ERISA; and
- to the extent that the net assets available for benefits exceed the amounts to be allocated as provided for by ERISA, the Pension Plans provide that such amounts will be used for any benefit purpose that does not contravene applicable law.

8. SBC Master Pension Trust (MPT)

The majority of the assets of the Pension Plans are maintained in the MPT. The purpose of the MPT is the collective investment of the assets of participating plans sponsored by AT&T. Except for the Preferred Interests discussed in Note 2, the assets are allocated among the participating plans by assigning to each plan those transactions that can be specifically identified, and allocating among all plans the net investment income, gains and losses, and expenses of the MPT, in proportion to the market value of the assets assigned to each plan.

At December 31, 2020 and 2019, JPMorgan Chase Bank N.A. was the trustee for the MPT. The following table sets forth, by percentage, each plans' participation in the MPT.

	2020	2019
AT&T Puerto Rico Pension Benefit Plan	**0.0777%**	0.0780%
AT&T/WarnerMedia Pension Benefit Plan	**99.9223%**	99.9220%

The net assets held under the MPT agreement as of December 31 are summarized below:

	2020		
Assets	**AT&T/WM Plan**	**PR Plan**	**Total**
Non-interest bearing cash	**$ 172,776**	**$ 134**	**$ 172,910**
Interest bearing investments	**2,752,410**	**2,141**	**2,754,551**
Pooled separate accounts	**1,248,445**	**971**	**1,249,416**
Common/collective trust funds	**1,131,832**	**881**	**1,132,713**
103-12 investment entities	**1,552,641**	**1,208**	**1,553,849**
U.S. Government and governmental agencies bonds and notes	**5,166,239**	**4,019**	**5,170,258**
U.S. Government and governmental agencies bonds and notes-loaned	**868,304**	**676**	**868,980**
Corporate and other bonds and notes	**10,451,297**	**8,131**	**10,459,428**
Corporate and other bonds and notes-loaned	**634,542**	**494**	**635,036**
Equities	**14,110,405**	**10,978**	**14,121,383**
Equities-loaned	**505,487**	**393**	**505,880**
Mortgage Backed Securities	**443,084**	**345**	**443,429**
Preferred interest	**5,770,667**	**—**	**5,770,667**
Partnership/Joint venture interests	**7,159,029**	**5,570**	**7,164,599**
Real assets	**2,820,480**	**2,194**	**2,822,674**
Non-publically traded registered investment companies	**902,936**	**703**	**903,639**
Collateral – securities lending	**2,054,131**	**1,598**	**2,055,729**
Total investments	**57,571,929**	**40,302**	**57,612,231**
Receivable for securities sold	**356,798**	**278**	**357,076**
Receivable for investments sold short	**346,455**	**270**	**346,725**
Unrealized appreciation on foreign currency contracts	**3,146**	**2**	**3,148**
Variation margin receivable	**22,625**	**18**	**22,643**
Accrued income	**228,190**	**105**	**228,295**
Other receivables	**24,129**	**19**	**24,148**
Total assets	**58,726,048**	**41,128**	**58,767,176**
Liabilities			
Overdrafts	**12,506**	**10**	**12,516**
Payable for securities lending	**2,054,131**	**1,598**	**2,055,729**
Payable for securities purchased	**1,064,970**	**829**	**1,065,799**
Investments sold short (proceeds of $354,485)	**421,334**	**328**	**421,662**
Written options payable (premiums of ($206))	**69**	**—**	**69**
Variation margin payable	**20,201**	**16**	**20,217**
Unrealized depreciation on foreign currency contracts	**4,324**	**3**	**4,327**
Short Sales Payables	**145**	**—**	**145**
Accrued liabilities	**27,391**	**21**	**27,412**
Total liabilities	**3,605,071**	**2,805**	**3,607,876**
Net assets of the MPT	**$ 55,120,977**	**$ 38,323**	**$ 55,159,300**

	2019		
Assets	AT&T/WM Plan	PR Plan	Total
Non-interest bearing cash	$ 85,961	$ 67	$ 86,028
Interest bearing investments	2,139,532	1,288	2,140,820
Pooled separate accounts	772,208	603	772,811
Common/collective trust funds	1,214,321	813	1,215,134
103-12 investment entities	1,741,361	1,360	1,742,721
U.S. Government and governmental agencies bonds and notes	5,134,454	3,445	5,137,899
U.S. Government and governmental agencies bonds and notes-loaned	1,004,121	784	1,004,905
Corporate and other bonds and notes	10,198,983	7,181	10,206,164
Corporate and other bonds and notes-loaned	266,434	208	266,642
Equities	11,555,065	8,916	11,563,981
Equities-loaned	449,500	351	449,851
Mortgage Backed Securities	552,802	409	553,211
Preferred interest	8,806,400	—	8,806,400
Partnership/Joint venture interests	6,190,948	4,802	6,195,750
Real assets	3,258,094	2,545	3,260,639
Non-publically traded registered investment companies	398,764	311	399,075
Collateral – securities lending	1,759,634	1,374	1,761,008
Total investments	55,442,621	34,390	55,477,011
Receivable for securities sold	239,117	170	239,287
Contribution receivable	—	2,191	2,191
Receivable for investments sold short	435,735	340	436,075
Unrealized appreciation on foreign currency contracts	4,845	4	4,849
Variation margin receivable	2,747	—	2,747
Accrued income	300,053	114	300,167
Other receivables	17,765	15	17,780
Total assets	56,528,844	37,291	56,566,135
Liabilities			
Overdrafts	26,585	21	26,606
Payable for securities lending	1,759,634	1,374	1,761,008
Payable for securities purchased	534,481	398	534,879
Investments sold short (proceeds of $442,031)	468,438	366	468,804
Written options payable (premiums of ($309))	147	—	147
Variation margin payable	16,863	10	16,873
Unrealized depreciation on foreign currency contracts	1,228	1	1,229
Accrued liabilities	47,574	28	47,602
Total liabilities	2,854,950	2,198	2,857,148
Net assets of the MPT	$ 53,673,894	$ 35,093	$ 53,708,987

The following is the net increase (decrease) in the fair value of net assets for the MPT:

	Year Ended December 31,	
	2020	2019
Additions		
Net appreciation in fair value of investments	**$ 5,257,587**	$ 6,402,946
Investment income	**1,523,463**	1,663,376
Employer contributions	**—**	2,191
Total additions	**6,781,050**	8,068,513
Deductions		
Pension and death benefits	**5,125,503**	5,998,078
Trustee and investment management fees and administrative expenses	**204,574**	251,689
Total deductions	**5,330,077**	6,249,767
Net increase before transfers	**1,450,973**	1,818,746
Transfers of assets resulting from Mandatory Portability Agreement	**(660)**	1,692
Transfers to Evoque Pension Plan	**—**	(5,316)
Transfers from Time Warner Trust	**—**	2,603,981
Net increase after transfers	**1,450,313**	4,419,103
Net assets of the MPT:		
Beginning of year	**53,708,987**	49,289,884
End of year	**$ 55,159,300**	$ 53,708,987

The following table sets forth by level, within the fair value hierarchy, the MPT's assets at fair value as of December 31, 2020:

	Level 1	Level 2	Level 3	Total
Non-interest bearing cash	**$ 172,910**	**$ —**	**$ —**	**$ 172,910**
Interest bearing investments	**7,279**	**—**	**—**	**7,279**
Foreign currency contracts	**—**	**3,148**	**—**	**3,148**
Equity securities	**14,603,151**	**11,281**	**12,831**	**14,627,263**
Preferred interest	**—**	**—**	**5,770,667**	**5,770,667**
Corporate and other bonds and notes	**—**	**11,042,477**	**51,987**	**11,094,464**
U.S. Government bonds and notes	**—**	**6,039,238**	**—**	**6,039,238**
Mortgage backed securities	**—**	**442,369**	**1,060**	**443,429**
Real assets	**—**	**—**	**2,587,083**	**2,587,083**
Securities lending collateral	**620,999**	**1,434,730**	**—**	**2,055,729**
Receivable for variation margin	**22,643**	**—**	**—**	**22,643**
Assets at fair value	**15,426,982**	**18,973,243**	**8,423,628**	**42,823,853**
Overdrafts	**12,516**	**—**	**—**	**12,516**
Unrealized depreciation on foreign currency contracts	**—**	**4,327**	**—**	**4,327**
Investments sold short	**417,120**	**4,210**	**332**	**421,662**
Written options payable	**69**	**—**	**—**	**69**
Payable for variation margin	**20,217**	**—**	**—**	**20,217**
Liabilities at fair value	**449,922**	**8,537**	**332**	**458,791**
Net assets and liabilities fair value hierarchy table	**$ 14,977,060**	**$ 18,964,706**	**$ 8,423,296**	**$ 42,365,062**
Assets held at net asset value practical expedient:				
Common/collective trust funds				**1,132,713**
Pooled separate accounts				**1,249,416**
Partnership/joint venture interests				**7,164,599**
Interest bearing investments				**2,747,272**
103-12 investments				**1,553,849**
Non-publically traded registered investment companies				**903,639**
Real estate funds				**235,591**
Total assets held at net asset value practical expedient:				**14,987,079**
Other assets (liabilities)				**(2,192,841)**
Net assets of the MPT				**$ 55,159,300**

Additional Disclosures Related to MPT Assets Measured at NAV as of December 31, 2020:

Investment Class-Sub Class		Fair Value	Unfunded Commitments	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
Real assets	Open-end funds[2]	$ 433,739	$ —	Quarterly	45-90 days
	Closed-end funds[3]	1,199,049	951,509	No redemption rights	NA
Partnership/ Joint Venture	Closed-end funds[4]	5,641,968	2,094,575	No redemption rights	NA
Fixed Income	Closed-end funds[6]	115,218	94,290	No redemption rights	NA
Common/ collective trust funds,103-12 investments and Other:	Interest bearing investments[9]	3,289,162	—	Daily	NA
	Hedge funds[1]	796,946	—	Monthly, Annually	3-90 days
	Fixed income[7]	59,764	—	Daily, Monthly	3-5 days
	Equities[8]	1,702,264	—	Daily, Monthly	1-30 days
	Open-end funds[5]	1,748,969	—	Monthly, Quarterly	5-30 days
Total		$ 14,987,079	$ 3,140,374		

(1) This class includes both directional and nondirectional hedge fund strategies. These investments can be redeemed provided the funds have sufficient liquidity; otherwise, unredeemed amounts are rolled forward to the next period. It is estimated that the redemption from one fund, which the MPT has elected to exit, will occur over the next 3 years given favorable market conditions.

(2) This class includes three real estate funds that invest primarily in U.S. commercial real estate. These are open-ended funds with no final termination dates. These investments can be redeemed quarterly provided the funds have sufficient liquidity; otherwise, unredeemed amounts are rolled forward to the next quarter. There are no current plans to sell any of these funds.

(3) This class includes real estate and natural resource investment funds that invest in U.S. and international real assets. These investments can never be redeemed with the funds. Distributions from each fund will be received as the underlying investments of the funds are liquidated. It is estimated that the underlying assets of the funds will be liquidated over the next 10 years given favorable market conditions. There are no current plans to sell any of these funds.

(4) This class includes private equity funds that invest in U.S. and international companies. These investments can never be redeemed with the funds. Distributions from each fund will be received as the underlying investments of the funds are liquidated. It is estimated that the underlying assets of the funds will be liquidated over the next 10 years given favorable conditions. There are no current plans to sell any of these funds.

(5) This class includes several fixed income funds that invest primarily in U.S. fixed income securities, however may also invest in non-U.S. securities. These are open-ended funds with no final termination dates. These investments can be redeemed on a monthly or quarterly basis. Redemptions are subject to available cash in the funds. These funds do not make regular distributions. Unless redeemed, assets are reinvested as the investments of the funds are liquidated or mature. There are no current plans to sell any of these funds.

(6) This class includes several fixed income funds or funds of funds that invest primarily in mezzanine debt securities or distressed debt securities or funds. These funds invest primarily in U.S. fixed income securities but may also invest in non-U.S. securities. These investments can never be redeemed. Distributions from each fund will be received as the underlying investments of the funds are liquidated or matured. It is estimated that the underlying assets of the funds will be liquidated over the next 7 years given favorable market conditions. There are no current plans to sell any of these funds.

(7) This class includes fixed income commingled funds that invest primarily in publicly traded fixed income securities. These funds are approved by AT&T for a manager to utilize on a discretionary tactical basis as part of a broad fixed income mandate. These are open-ended funds with no final termination dates.

(8) This class includes equity commingled funds that invest primarily in publicly traded U.S. and non-U.S. equity securities. These funds are selected by AT&T, and AT&T determines the timing and amount of contributions/redemptions. These are open ended funds with no final termination dates.

(9) This class includes funds that invest primarily in publicly traded short-term fixed income securities and emerging market equity securities. These funds are approved by AT&T. These are open ended funds with no final termination dates.

Real assets held by the MPT includes approximately 66 separate real estate properties totaling $2,587,083 at December 31, 2020. These Level 3 investments are valued by an independent real estate appraiser in accordance with the Uniform Standards of Professional Appraisal Practice and in compliance with the Code of Professional Ethics and Standards of Professional Practice of the Appraisal Institute. The reports are reviewed and approved by a member of the Appraisal Institute with the professional designation MAI as well as an independent valuation consultant retained by the MPT.

Properties are appraised using common methods of analysis: the cost, sales comparison and income capitalization approach, with the final estimated fair value giving most consideration to the method(s) deemed most applicable to the specific characteristics of the property.

The cost approach includes analyzing comparable land sales to determine the underlying land value of the property, which is valued based upon its highest and best use. Replacement cost is estimated using actual cost comparison and/or the current version of a nationally recognized cost estimating service.

The sales comparison approach utilizes market comparable properties, and includes analysis of the properties, the nature of the buyers and sellers, and a description of the transaction including terms of the sale and the source of the data.

The income capitalization approach includes analysis of market rent, existing contract rent, competitive occupancy rates, existing property vacancy and forecast absorption, historical, current and market expenses, projected capital expenditures and the derived net operating income and cash flow. In this valuation, net operating income is converted to value under the direct capitalization and discounted cash flow methods. The following significant inputs were made available in the third-party appraisals of the MPT's real assets, the significant inputs by property type at December 31, 2020:

	Weighted-Average Discount Rate	Year-One Capitalization rate
Retail – Regional Mall	6.25%	3.74%
Retail – Non-Regional Mall	6.62%	3.46%
Office	6.36%	3.66%
Industrial	5.71%	3.57%
Residential	6.11%	3.77%

The estimated fair values may vary significantly from the prices at which the properties would actually sell, since market prices of the investments can only be determined by negotiation between a willing buyer and seller. Management believes these estimates to be reasonable approximations of market prices.

Activity, transfers into and out of Level 3 and the reasons for those transfers for the year ended December 31, 2020 are as follows:

	Equities	Corporate and Other Bonds and Notes	Real Assets	Total
Transfers in	4,654	52,468	36,073	93,195
Transfers out	—	(2,518)	—	(2,518)
Purchases	9,109,360	1,060	222,744	9,333,164
Sales	(11,993,581)	(2,419)	(609,048)	(12,605,048)

The following table sets forth by level, within the fair value hierarchy, the MPT's assets at fair value as of December 31, 2019*:

	Level 1	Level 2	Level 3	Total
Non-interest bearing cash	$ 86,019	$ 9	$ —	$ 86,028
Interest bearing investments	557,798	—	—	557,798
Foreign currency contracts	—	4,849	—	4,849
Equity securities	11,996,013	11,048	6,771	12,013,832
Preferred interest	—	—	8,806,400	8,806,400
Corporate and other bonds and notes	—	10,468,329	4,477	10,472,806
U.S. Government bonds and notes	49,236	6,093,568	—	6,142,804
Mortgage backed securities	—	551,397	1,814	553,211
Real assets	—	—	2,972,078	2,972,078
Securities lending collateral	103,009	1,657,999	—	1,761,008
Receivable for variation margin	2,747	—	—	2,747
Assets at fair value	12,794,822	18,787,199	11,791,540	43,373,561
Overdrafts	26,606	—	—	26,606
Unrealized depreciation on foreign currency contracts	—	1,229	—	1,229
Investments sold short	467,790	1,014	—	468,804
Written options payable	147	—	—	147
Payable for variation margin	16,873	—	—	16,873
Liabilities at fair value	511,416	2,243	—	513,659
Net assets and liabilities fair value hierarchy table	$ 12,283,406	$ 18,784,956	$ 11,791,540	$ 42,859,902
Assets held at net asset value practical expedient:				
Common/collective trust funds				1,215,134
Pooled separate accounts				772,811
Partnership/joint venture interests				6,195,750
Interest bearing investments				1,583,022
103-12 investments				1,742,721
Non-publically traded registered investment companies				399,075
Real estate funds				288,561
Total assets held at net asset value practical expedient:				12,197,074
Other assets (liabilities)				(1,347,989)
Net assets of the MPT				$ 53,708,987

* December 31, 2019 fair value hierarchy table above includes the net assets of $2,603,981 transferred from the Time Warner Trust and allocated to the three levels as of December 31, 2019.

Additional Disclosures Related to MPT Assets Measured at NAV as of December 31, 2019:

Investment Class-Sub Class		Fair Value	Unfunded Commitments	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
Real assets	Open-end funds[2]	$ 424,251	$ —	Quarterly	45-90 days
	Closed-end funds[3]	1,434,696	951,504	No redemption rights	NA
Partnership/ Joint Venture	Closed-end funds[4]	4,655,137	2,090,230	No redemption rights	NA
Fixed Income	Closed-end funds[6]	120,674	94,290	No redemption rights	NA
Common/ collective trust funds,103-12 investments and Other:	Interest bearing investments[9]	1,647,565	—	Daily	NA
	Hedge funds[1]	817,800	—	Monthly, Annually	3-90 days
	Fixed income[7]	113,005	—	Daily, Monthly	3-5 days
	Equities[8]	1,591,902	445	Daily, Monthly	1-30 days
	Open-end funds[5]	1,392,044	—	Monthly, Quarterly	5-30 days
Total		$ 12,197,074	$ 3,136,469		

(1) This class includes both directional and nondirectional hedge fund strategies. These investments can be redeemed provided the funds have sufficient liquidity; otherwise, unredeemed amounts are rolled forward to the next period. It is estimated that the redemption from one fund, which the MPT has elected to exit, will occur over the next 3 years given favorable market conditions.

(2) This class includes three real estate funds that invest primarily in U.S. commercial real estate. These are open-ended funds with no final termination dates. These investments can be redeemed quarterly provided the funds have sufficient liquidity; otherwise, unredeemed amounts are rolled forward to the next quarter. There are no current plans to sell any of these funds.

(3) This class includes real estate and natural resource investment funds that invest in U.S. and international real assets. These investments can never be redeemed with the funds. Distributions from each fund will be received as the underlying investments of the funds are liquidated. It is estimated that the underlying assets of the funds will be liquidated over the next 10 years given favorable market conditions. There are no current plans to sell any of these funds.

(4) This class includes private equity funds that invest in U.S. and international companies. These investments can never be redeemed with the funds. Distributions from each fund will be received as the underlying investments of the funds are liquidated. It is estimated that the underlying assets of the funds will be liquidated over the next 10 years given favorable conditions. There are no current plans to sell any of these funds.

(5) This class includes several fixed income funds that invest primarily in U.S. fixed income securities, however may also invest in non-U.S. securities. These are open-ended funds with no final termination dates. These investments can be redeemed on a monthly or quarterly basis. Redemptions are subject to available cash in the funds. These funds do not make regular distributions. Unless redeemed, assets are reinvested as the investments of the funds are liquidated or mature. There are no current plans to sell any of these funds.

(6) This class includes several fixed income funds or funds of funds that invest primarily in mezzanine debt securities or distressed debt securities or funds. These funds invest primarily in U.S. fixed income securities but may also invest in non-U.S. securities. These investments can never be redeemed. Distributions from each fund will be received as the underlying investments of the funds are liquidated or matured. It is estimated that the underlying assets of the funds will be liquidated over the next 7 years given favorable market conditions. There are no current plans to sell any of these funds.

(7) This class includes fixed income commingled funds that invest primarily in publicly traded fixed income securities. These funds are approved by AT&T for a manager to utilize on a discretionary tactical basis as part of a broad fixed income mandate. These are open-ended funds with no final termination dates.

(8) This class includes equity commingled funds that invest primarily in publicly traded U.S. and non-U.S. equity securities. These funds are selected by AT&T, and AT&T determines the timing and amount of contributions/redemptions. These are open ended funds with no final termination dates.

(9) This class includes funds that invest primarily in publicly traded short-term fixed income securities and emerging market equity securities. These funds are approved by AT&T. These are open ended funds with no final termination dates.

Real assets held by the MPT includes approximately 78 separate real estate properties totaling $2,972,078 at December 31, 2019. These Level 3 investments are valued by an independent real estate appraiser in accordance with the Uniform Standards of Professional Appraisal Practice and in compliance with the Code of Professional Ethics and Standards of Professional Practice of the Appraisal Institute. The reports are reviewed and approved by a member of the Appraisal Institute with the professional designation MAI as well as an independent valuation consultant retained by the MPT.

Properties are appraised using common methods of analysis: the cost, sales comparison and income capitalization approach, with the final estimated fair value giving most consideration to the method(s) deemed most applicable to the specific characteristics of the property.

The cost approach includes analyzing comparable land sales to determine the underlying land value of the property, which is valued based upon its highest and best use. Replacement cost is estimated using actual cost comparison and/or the current version of a nationally recognized cost estimating service.

The sales comparison approach utilizes market comparable properties, and includes analysis of the properties, the nature of the buyers and sellers, and a description of the transaction including terms of the sale and the source of the data.

The income capitalization approach includes analysis of market rent, existing contract rent, competitive occupancy rates, existing property vacancy and forecast absorption, historical, current and market expenses, projected capital expenditures and the derived net operating income and cash flow. In this valuation, net operating income is converted to value under the direct capitalization and discounted cash flow methods. The following significant inputs were made available in the third-party appraisals of the MPT's real assets, the significant inputs by property type at December 31, 2019:

	Weighted-Average Discount Rate	Year-One Capitalization rate
Retail – Regional Mall	6.00%	4.49%
Retail – Non-Regional Mall	7.20%	3.77%
Office	6.36%	4.30%
Industrial	5.85%	4.05%
Residential	6.15%	3.92%

The estimated fair values may vary significantly from the prices at which the properties would actually sell, since market prices of the investments can only be determined by negotiation between a willing buyer and seller. Management believes these estimates to be reasonable approximations of market prices.

Activity, transfers into and out of Level 3 and the reasons for those transfers for the year ended December 31, 2019 are as follows:

	Equities	Corporate and Other Bonds and Notes	Real Assets	Total
Transfers in	5,635	4,675	133,823	144,133
Transfers out	—	(6,040)	—	(6,040)
Purchases	—	6,827	227,689	234,516
Sales	(357)	(2,824)	(233,109)	(236,290)

Derivatives

In the normal course of operations, MPT assets and liabilities may include derivative financial instruments (futures, options, and foreign currency contracts). These derivatives may involve, in varying degrees, elements of credit and market risks in excess of more traditional investment holdings, such as equity and debt instruments. The contract or notional amounts disclosed in this footnote and the amounts of realized and unrealized gain and loss on derivative instruments during the period presented below provide a measure of the MPT's involvement in such instruments but are not indicative of potential loss. The intent is to use derivative financial instruments as investments to gain exposure to certain markets and as economic hedges to manage equity price and foreign currency exchange rate risk associated with the MPT's investments. The MPT's fiduciaries do not anticipate any material adverse effect on the MPT's financial position resulting from its involvement in these instruments.

The following tables show the gross amounts of recognized financial assets and liabilities (i.e. before offsetting) and the amounts offset in the MPT statement of net assets. Financial assets and liabilities are only offset when the MPT currently has a legally enforceable right to set off the recognized amounts and the MPT intends to either settle on a net basis or realize the asset and settle the liability simultaneously. A right of set off is the MPT's legal right to settle an amount payable to a creditor by applying against it an amount receivable from the same counterparty. The relevant legal jurisdiction and laws applicable to the relationships between the parties need to be considered when

assessing whether a current legally enforceable right to set off exists. The MPT has collateral held at the futures clearing house related to futures contracts in the tables below.

As of December 31, 2020 gross and offset amounts reflected in the MPT statement was:

	Gross Amount Recognized	Gross Amount Offset	Net Amount Recognized	Cash Collateral received/ (pledged)	Net Amount
Forward foreign currency exchange rate contracts:					
Assets	$ 3,148	$ —	$ 3,148	$ 7,607	$ 10,755
Liabilities	(4,327)	—	(4,327)	(3,484)	(7,811)
Net	(1,179)	—	(1,179) [(a)]	4,123	2,944
Futures contracts:					
Assets					
Bond index	—	—	—	50	50
Equity index	321,250	(319,813)	1,437	2,125	3,562
Interest rate	2,673,438	(2,668,521)	4,917	—	4,917
Liabilities					
Bond index	—	—	—	(740)	(740)
Equity index	(440,121)	437,487	(2,634)	(6,795)	(9,429)
Interest rate	(1,743,672)	1,742,378	(1,294)	—	(1,294)
Net	810,895	(808,469)	2,426 [(b)]	(5,360)	(2,934)
Options contracts					
Written options	(69)	—	(69)	—	(69)
Total derivatives	$ 809,647	$ (808,469)	$ 1,178	$ (1,237)	$ (59)

(a) These amounts are included within the balance of unrealized appreciation and unrealized depreciation on foreign currency contracts of the Net Assets of the MPT.

(b) Recognized as the net of variation margin receivable and variation margin payable in the Net Assets of the MPT.

As of December 31, 2019 gross and offset amounts reflected in the MPT statement was:

	Gross Amount Recognized	Gross Amount Offset	Net Amount Recognized		Cash Collateral received/ (pledged)	Net Amount
Forward foreign currency exchange rate contracts:						
Assets	$ 4,849	$ —	$ 4,849		$ 601	$ 5,450
Liabilities	(1,229)	—	(1,229)		(1,094)	(2,323)
Net	3,620	—	3,620	(a)	(493)	3,127
Futures contracts:						
Assets						
Bond index	—	—	—		21,678	21,678
Equity index	1,252,214	(1,249,480)	2,734		39,025	41,759
Interest rate	4,889,367	(4,884,301)	5,066		—	5,066
Liabilities						
Bond index	—	—	—		(152)	(152)
Equity index	—	(1,146)	(1,146)		(206)	(1,352)
Interest rate	(2,425,054)	2,404,274	(20,780)		—	(20,780)
Net	3,716,527	(3,730,653)	(14,126)	(b)	60,345	46,219
Options contracts						
Written options	(147)	—	(147)		—	(147)
Total derivatives	$ 3,720,000	$ (3,730,653)	$ (10,653)		$ 59,852	$ 49,199

(a) These amounts are included within the balance of unrealized appreciation and unrealized depreciation on foreign currency contracts of the Net Assets of the MPT.

(b) Recognized as variation margin receivable in the Net Assets of the MPT.

The following table presents the effect of realized and changes in unrealized gains (losses) with respect to these derivative instruments, by type of derivative. The gains (losses) are located on the Statement of Changes in Net Assets Available for Benefits as Net investment gain (loss) from Plan's interest in the MPT.

	Year Ended December 31, 2020
Futures contracts	$ 461,503
Option contracts	$ 434
Forward foreign currency exchange rate contracts	$ 12,338

Futures Contracts

On behalf of the Pension Plans, investment managers for the MPT enter into various futures contracts to economically hedge investments in domestic equity, international equity and fixed income securities. The futures contracts held in the MPT are used primarily for two reasons: 1) a cost-effective way to manage the overall asset allocation of the MPT, and 2) a cost-effective way to implement and manage duration and yield curve strategy in the fixed income portfolio. The investments in the MPT are subject to equity price risk and interest rate risk, in the normal course of pursuing investment objectives.

Futures contracts, which are considered derivatives under ASC Topic 815, *Derivative and Hedging*, are agreements between two parties to buy or sell a security at a set price on a future date and are standardized and exchange-traded. Upon entering into such a contract on behalf of the Pension Plans, the investment managers are required to pledge to the broker an amount of cash or securities equal to the minimum "initial margin" requirements of the exchange on which the contract is traded. Pursuant to the contract, the investment managers agree to receive from or pay to the broker an amount of cash or securities equal to the daily fluctuation in the value of the contract. Such receipts or payments are known as variation margin and are recorded on a daily basis by the trustee as a realized gain or loss equal to the difference in the value of the contract between daily closing prices. Upon entering into such contracts, the MPT bears the risk of interest or exchange rates or securities prices moving unexpectedly, in which case the MPT may not achieve the anticipated benefits of the futures contracts and may realize a loss. With futures, there is minimal counterparty credit risk to the MPT because futures are exchange-traded and the exchange's clearinghouse, as counterparty to all exchange-traded futures, guarantees the futures against default.

The fair value of the open futures contracts disclosed below, includes cumulative appreciation/ (depreciation) of futures contracts, but only the current day's variation margin receivable or payable is reported separately in the net assets of the MPT and are included in the statements of net assets available for benefits to the extent of each plan's ownership in the MPT. Similarly, the gains and losses on open futures contracts are reflected in the net change in fair value of net assets for the MPT and are included within each plan's net investment gain (loss) from Plan's interest in the MPT.

At December 31, 2020, open futures contracts held in the MPT were as follows:

Risk Type	Type of Contract	Number of Contracts Buy/(Sell)	Expiration	Notional Value	Fair Value
Equity Index	Amsterdam Index Future	(69)	Jan-21	$ (10,350)	$ (126)
Equity Index	CAC 40 Index	(455)	Jan-21	(30,650)	7
Equity Index	CAC 40 Index	2	Jan-21	134	—
Equity Index	DAX Index Future	(51)	Mar-21	(20,466)	(787)
Equity Index	DAX Index Future	3	Mar-21	1,200	50
Equity Index	Euro Stoxx 50	(490)	Mar-21	(20,814)	(294)
Equity Index	FTSE 100 Index	(377)	Mar-21	(32,759)	287
Equity Index	FTSE 100 Index	13	Mar-21	1,127	(16)
Equity Index	FTSE/MIB Future	(47)	Mar-21	(6,207)	(113)
Equity Index	Hang Seng Index	(53)	Jan-21	(9,048)	(255)
Equity Index	IBEX 35 Index	(74)	Jan-21	(7,270)	7
Equity Index	Mini MSCI EAFE Future	2,205	Mar-21	229,990	4,930
Equity Index	Mini MSCI Emerging Market	(1,810)	Mar-21	(113,973)	(2,609)
Equity Index	Mini MSCI Emerging Market	88	Mar-21	5,473	195
Equity Index	OMXS30 Ind Future	(293)	Jan-21	(6,609)	61
Equity Index	Russell 1000 Mini Future	(38)	Mar-21	(3,947)	(75)
Equity Index	Russell 2000 Mini Future	(56)	Mar-21	(5,430)	(99)
Equity Index	Russell 2000 Mini Future	275	Mar-21	26,283	871
Equity Index	S&P 400 EMINI Future	(20)	Mar-21	(4,524)	(83)
Equity Index	S&P 400 EMINI Future	5	Mar-21	1,121	31
Equity Index	S&P 500 EMINI Future	(373)	Mar-21	(68,645)	(1,271)
Equity Index	S&P 500 EMINI Future	83	Mar-21	15,166	392
Equity Index	S&P 60 IX Futures	(150)	Mar-21	(24,399)	221
Equity Index	S&P 60 IX Futures	154	Mar-21	25,050	(241)
Equity Index	SGX CNX Nifty Future	249	Jan-21	6,977	3
Equity Index	SPI 200 Futures	(139)	Mar-21	(17,322)	130
Equity Index	SPI 200 Futures	19	Mar-21	2,365	(25)
Equity Index	Topix Index	(304)	Mar-21	(51,465)	(1,246)
Equity Index	Topix Index	1	Mar-21	170	3
Interest Rate	90 Day Eurodollar Future	(79)	Mar-21	(19,712)	(4)
Interest Rate	Euro-BOBL Future	(1)	Mar-21	(164)	—
Interest Rate	Euro-Bund Future	(40)	Mar-21	(8,573)	(20)
Interest Rate	Euro-Schatz Future	(1)	Mar-21	(136)	—
Interest Rate	JPN 10Y Bond (OSE)	(2)	Mar-21	(2,918)	2
Interest Rate	US 10YR Note (CBT)	1,531	Mar-21	211,433	(36)
Interest Rate	US 10YR Note (CBT)	(744)	Mar-21	(102,556)	(174)
Interest Rate	US 10YR Ultra Future Bond	(1,734)	Mar-21	(271,795)	668
Interest Rate	US 10YR Ultra Future Bond	42	Mar-21	6,592	(25)
Interest Rate	US 2YR Note (CBT)	4,447	Mar-21	982,031	652
Interest Rate	US 2YR Note (CBT)	(3,956)	Mar-21	(873,292)	(891)
Interest Rate	US 5YR Note (CBT)	88	Mar-21	11,083	20

Risk Type	Type of Contract	Number of Contracts Buy/(Sell)	Expiration	Notional Value	Fair Value	
Interest Rate	US 5YR Note (CBT)	(871)	Mar-21	(109,643)	(246)	
Interest Rate	US Long Bond (CBT)	(1,938)	Mar-21	(336,344)	706	
Interest Rate	US Long Bond (CBT)	1,892	Mar-21	329,903	(2,232)	
Interest Rate	US Ultra Bond CBT	(87)	Mar-21	(18,593)	13	
Interest Rate	US Ultra Bond CBT	5,310	Mar-21	1,143,771	(9,755)	
	Total			$ 822,265	$ (11,371)	(a)

(a) This amount is included within the Payable for securities purchased of the Net Assets of the MPT.

At December 31, 2019, open futures contracts held in the MPT were as follows:

Risk Type	Type of Contract	Number of Contracts Buy/(Sell)	Expiration	Notional Value	Fair Value
Equity Index	Amsterdam Index Future	86	Jan 20	$ 11,664	$ (66)
Equity Index	CAC 40 Index	475	Jan 20	31,700	(75)
Equity Index	DAX Index Future	65	Mar 20	24,144	(138)
Equity Index	Euro Stoxx 50	633	Mar 20	26,525	(239)
Equity Index	FTSE 100 Index	423	Mar 20	42,224	67
Equity Index	FTSE/MIB Future	71	Mar 20	9,286	(18)
Equity Index	Hang Seng Index	56	Jan 20	10,073	94
Equity Index	IBEX 35 Index	75	Jan 20	8,017	(47)
Equity Index	Mini MSCI EAFE Future	1,907	Mar 20	193,328	853
Equity Index	Mini MSCI Emerging Market	3,117	Mar 20	171,175	3,408
Equity Index	OMXS30 Ind Future	435	Jan 20	8,301	(92)
Equity Index	Russell 1000 Mini Future	93	Mar 20	8,168	132
Equity Index	Russell 2000 Mini Future	554	Mar 20	45,592	684
Equity Index	S&P 400 EMINI Future	177	Mar 20	36,086	461
Equity Index	S&P 500 EMINI Future	2,870	Mar 20	456,251	7,412
Equity Index	S&P 60 IX Futures	333	Mar 20	51,069	77
Equity Index	SGX CNX Nifty Future	249	Jan 20	6,151	(53)
Equity Index	SPI 200 Futures	158	Mar 20	18,513	(540)
Equity Index	Taiwan Index Future	23	Jan 20	1,062	(5)
Equity Index	Topix Index	511	Mar 20	80,891	79
Interest Rate	90 Day Eurodollar Future	537	Mar 21	132,210	(55)
Interest Rate	90 Day Eurodollar Future	(400)	Dec 20	(98,485)	105
Interest Rate	90 Day Eurodollar Future	(79)	Mar 20	(19,403)	(4)
Interest Rate	Euro-BOBL Future	(1)	Mar 20	(149)	-
Interest Rate	Euro-BTP Future	9	Mar 20	1,425	(3)
Interest Rate	Euro-Bund Future	(33)	Mar 20	(6,319)	78
Interest Rate	Euro-Buxl 30YR Bnd	(6)	Mar 20	(1,363)	43
Interest Rate	Euro-Schatz Future	(1)	Mar 20	(124)	-
Interest Rate	JPN 10Y Bond (OSE)	(9)	Mar 20	(12,621)	10
Interest Rate	US 10YR Note (CBT)	771	Mar 20	99,770	(757)
Interest Rate	US 10YR Note (CBT)	(1,054)	Mar 20	(136,299)	942
Interest Rate	US 10YR Ultra Future	(2,256)	Mar 20	(320,829)	3,403
Interest Rate	US 10YR Ultra Future Bond	163	Mar 20	22,985	(50)
Interest Rate	US 2YR Note (CBT)	5,556	Mar 20	1,197,679	(361)
Equity Index	US 2YR Note (CBT)	(3,562)	Mar 20	(767,943)	332
Equity Index	US 5YR Note (CBT)	2,843	Mar 20	338,295	(1,088)
Interest Rate	US 5YR Note (CBT)	(2,016)	Mar 20	(239,830)	714
Interest Rate	US Long Bond (CBT)	(4,445)	Mar 20	(705,265)	12,262
Interest Rate	US Long Bond (CBT)	1,381	Mar 20	219,176	(3,869)
Interest Rate	US Ultra Bond CBT	13,974	Mar 20	2,607,609	(69,144)

Risk Type	Type of Contract	Number of Contracts Buy/(Sell)	Expiration	Notional Value	Fair Value
Interest Rate	US 10YR Ultra Future (CBT)	(213)	Mar 20	(32,892)	390
Interest Rate	US Treas BD Future (CBT)	(653)	Mar 20	(104,164)	2,357
Interest Rate	US 10YR Note (CBT)	124	Mar 20	16,077	(153)
Interest Rate	US 5YR Note (CBT)	757	Mar 20	90,172	(385)
Interest Rate	US 2YR Note (CBT)	667	Mar 20	143,860	(121)
Interest Rate	US Ultra Bond (CBT)	529	Mar 20	99,329	(3,233)
	Total			$ 3,763,121	$ (46,593) [(a)]

(a) This amount is included within the Payable for securities purchased of the Net Assets of the MPT.

Option Contracts

The primary risk managed by the Pension Plans using option contracts is the price risk associated with investments. On behalf of the Pension Plans, investment managers for the MPT have purchased and written various option contracts, which are agreements between two parties giving the owner, under a purchased option, the right, but not the obligation, to buy or sell a specified item at a fixed price (exercise or strike) during a specified period, and under a written option the obligation to sell or buy a specified item at a fixed price. These option contracts are intended to economically hedge the MPT's investments in foreign and domestic securities. When the investment manager buys or writes an option contract, a nonrefundable fee (the premium) is paid or received by the MPT and is recorded as an asset or liability and is subsequently adjusted to the current market value of the option purchased or written. The premiums paid or received from buying or writing options are recorded as realized gains or losses when the options expire. The difference between the premium and the amount paid or received on effecting a closing purchase or sale transaction is also treated as a realized gain or loss. If an option is exercised, the premium paid or received is recorded as a realized gain or loss if sold or as an adjustment to the cost of the underlying security if acquired upon exercise.

The fair value of the written and purchased option contracts is disclosed below, and is separately listed in the net assets of the MPT and is included in the statements of net assets available for benefits to the extent of each plan's ownership in the MPT. Similarly, the gains and losses on written and purchased option contracts are reflected in the net change in fair value of net assets for the MPT and are included within each plan's net investment gain (loss) from Plan's interest in the MPT.

As of December 31, 2020 the total number of written options held by the MPT was:

Risk Type	**Type of Contract**	**Number of Contracts**	**Cost (Premium paid)**	**Notional Value**	**Fair Value**
Interest Rate	US Dollar Options	(650)	$ (206)	$ (18,720)	$ (69)
	Total	(650)	$ (206)	$ (18,720)	$ (69)

As of December 31, 2019 the total number of written options held by the MPT was:

Risk Type	**Type of Contract**	**Number of Contracts**	**Cost (Premium paid)**	**Notional Value**	**Fair Value**
Interest Rate	US Dollar Options	(15,201,210)	$ (309)	$ 434,382	$ (147)
	Total	(15,201,210)	$ (309)	$ 434,382	$ (147)

Foreign Currency Contracts

The primary risk managed by the Pension Plans using foreign currency forward contracts is the foreign currency exchange rate risk associated with the Pension Plans' investments denominated in foreign currencies. On behalf of the Pension Plans, investment managers for the MPT entered into forward foreign currency contracts, which are agreements to exchange foreign currencies at a specified future date at a specified rate, the terms of which are not standardized on an exchange. These contracts are intended to minimize the impact of currency fluctuations on the performance of investments denominated in foreign currencies. All of the MPT's contracts address the currency risk of the U.S. dollar versus foreign currencies. Risk arises both from the possible inability of the counterparties to meet the terms of the contracts (credit risk) and from the movements in foreign currency exchange rates (market risk). Forward contracts are entered into only with major banks to minimize counterparty default risk. The contracts are recorded at fair value on the date the contract is entered into, which is typically zero.

The fair value presented in the table below is included in the net assets of the MPT as unrealized appreciation on foreign currency contracts (asset) for 2020 and 2019 and unrealized depreciation on foreign currency contracts (liability). The gains and losses on foreign currency contracts are reflected in the net change in fair value of net assets for the MPT and are included within each plan's net investment gain (loss) from Plan's interest in the MPT.

At December 31, 2020 and 2019, the foreign currency contracts held by the MPT were:

	Notional Value		Fair Value	
	2020	2019	**2020**	2019
Derivative assets	$ 457,774	$ 583,673	$ 3,148	$ 4,849
Derivative liabilities	$ (457,774)	$ (583,673)	$ (4,327)	$ (1,229)

Securities Lending

During 2020 and 2019, the MPT was authorized to engage in the lending of certain MPT assets. Securities lending is an investment management enhancement that utilizes the existing securities (domestic and international equities and fixed income investments) of the MPT to earn additional income. Securities lending involves the loaning of securities to a selected group of approved banks and broker-dealers. In return for the loaned securities, the trustee, prior to or simultaneous with delivery of the loaned securities to the borrower, receives collateral in the form of cash or U.S. Government securities as a safeguard against possible default of any borrower on the return of the loan. Each loan is initially collateralized, in the case of: (a) loaned securities denominated in U.S. dollars or whose primary trading market is located in the U.S. or sovereign debt issued by foreign governments to the extent of 102% of the market value of the loaned securities, or (b) loaned securities not denominated in U.S. dollars or whose primary trading market is not located in the U.S. to the extent of 105% of the market value of the loaned securities. The collateral is marked to market on a daily basis. In the event the counterparty is unable to meet its contractual obligation under the securities lending arrangement, the MPT may incur losses equal to the amount by which the market value of the securities differ from the amount of collateral held. The MPT mitigates credit risk associated with securities lending arrangements by monitoring the fair value of the securities loaned on a daily basis, with additional collateral obtained or refunded as necessary. None of the securities lending arrangements provide for offsetting.

The MPT classifies the loaned securities as investments because it maintains effective control over the transferred financial assets. Since the securities received as collateral may be repledged or sold, the MPT recognizes the amount of collateral received and a corresponding obligation to return such collateral on the statement of net assets available for benefits. Securities on loan and collateral held under this program at December 31, 2020 and 2019 are reported

on the accompanying MPT statements of net assets available for benefits at December 31, 2020 and 2019. The fair value of securities on loan was $2,009,896 and $1,721,398 as of December 31, 2020 and 2019. The reported collateral includes non-cash holding of $971,665 and $820,815, and cash holding of $1,084,064 and $940,193 at December 31, 2020 and 2019, respectively. The amount of income earned for the years ended December 31, 2020 and 2019 was $3,362 and $3,350, respectively.

9. Related-Party Transactions

At December 31, 2020 and 2019, the MPT held $129,473 and $179,223 in AT&T common stock and $123,940 and $140,591 of bonds guaranteed by AT&T. At December 31, 2020 and 2019, the MPT held $5,770,667 and $8,806,400 in Preferred Interests. Certain Private Equity, Fixed Income and Real Asset investments of the MPT are managed by JP Morgan Investment Management Inc., an affiliate of the trustee. These investments qualify as party-in-interest transactions, which are exempt from the prohibited transactions rules of ERISA.

10. Subsequent Events

Effective January 1, 2021, the AT&T/WM Plan changed its name from the AT&T/WarnerMedia Pension Benefit Plan to the AT&T Pension Benefit Plan and the Plan Sponsor changed from Warner Media, LLC to AT&T Inc.

On April 7, 2021, plan changes were adopted to reduce future pension accruals for certain management employees effective January 1, 2022. There will be no material impact on the actuarial present value of accumulated plan benefits.

On May 17, 2021, AT&T entered into an agreement to combine the Warner Media segment, subject to certain exceptions, with a subsidiary of Discovery, Inc. (Discovery). The agreement is structured as a Reverse Morris Trust transaction, under which Warner Media will be distributed to AT&T's shareholders via a pro rata dividend, an exchange offer, or a combination of both, and simultaneously combined with Discovery. AT&T's shareholders will receive stock representing approximately 71% of the new company; Discovery shareholders will own approximately 29% of the new company. The transaction is expected to close in mid-2022, subject to approval by Discovery shareholders and customary closing conditions, including receipt of regulatory approvals. No vote is required by AT&T shareholders. There will be no plan assets or liabilities transferred to any successor plan sponsored by the acquirer. Benefit obligations for the affected employees will be retained in the AT&T/WM Plan and subject to the distribution rights available from the AT&T/WM Plan for any terminated employee.

On July 31, 2021, AT&T closed the sale of its U.S. video business operations. There were no plan assets transferred to any successor plan sponsored by the acquirer. Benefit obligations for the affected employees were retained in the AT&T/WM Plan and subject to the distribution rights available from the AT&T/WM Plan for any terminated employee.

Management evaluated subsequent events for the Pension Plans through October 7, 2021, the date the financial statements were available to be issued.

SUPPLEMENTAL SCHEDULE

AT&T/WarnerMedia Pension Benefit Plan
EIN# 82-2449954, PN# 001
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2020

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
Cash and Cash Equivalents			
DREYFUS CASH MGMT INST FD 288		$ 344,290	$ 344,290
Total Cash and Cash Equivalents		**344,290**	**344,290**
Group Annuity Contract			
TRANSAMERICA SV FIXED OPT I	16,816 units	182,551	182,551
Total Group Annuity Contract		**182,551**	**182,551**
Registered Investment Companies			
Mutual Funds			
*MPSSX/BNY MELLON SM CAP MULTI STRATEGY-CLM	18,959 units	253,206	447,804
*DRGVX/BNY MELLON DYNAMIC VALUE FUND-CLASS I	12,547 units	412,107	479,310
*DAPIX/BNY MELLON LARGE CAP GROWTH FUND-CLASS I	24,208 units	427,711	630,630
Total Mutual Funds		**1,093,024**	**1,557,744**
Total Investments		**$ 1,619,865**	**$ 2,084,585**

* Indicates party-in-interest to the Plan.

EIN 82-2449954/PN 001

AT&T/WarnerMedia Pension Benefit Plan
2020 Schedule SB, Line 26 — Schedule of Active Participant Data

The following pages show the schedule of active participant data used in the 2020 plan year valuation for each participating employer.

In the charts showing ongoing accruals or account-based benefits, for any age/service bin that contains 20 or more participants, the average compensation and/or average cash balance account are shown.

AT&T/WarnerMedia Pension Benefit Plan
Portion Applicable to AT&T Inc.
Total

Age on valuation		Years of completed service									
		0-1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
0-24	Count	2,592	2,294	82	0	0	0	0	0	0	0
25-29	Count	2,181	5,445	3,509	46	0	0	0	0	0	0
30-34	Count	1,153	4,311	7,534	2,493	47	0	0	0	0	0
35-39	Count	613	2,864	6,127	4,891	2,166	245	0	0	0	0
40-44	Count	378	1,871	4,414	4,127	7,217	4,913	84	0	0	0
45-49	Count	234	1,260	3,482	3,428	7,269	9,453	1,938	150	0	0
50-54	Count	128	709	2,312	2,441	5,452	7,444	3,006	1,859	81	0
55-59	Count	109	418	1,473	1,774	4,172	5,077	1,947	2,733	2,142	520
60-64	Count	45	210	786	981	2,289	2,574	802	1,076	2,092	2,459
65-69	Count	9	45	207	271	513	579	197	239	407	1,272
70+	Count	2	15	31	52	90	101	38	37	51	326

AT&T/WarnerMedia Pension Benefit Plan
Portion Applicable to AT&T Inc.
Active Participants with Ongoing Accruals

Age on valuation		Years of completed service									
		0-1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
0-24	Count	2,592	2,294	82	--	--	--	--	--	--	--
	Average Pay	$36,024	$47,430	$58,837	--	--	--	--	--	--	--
25-29	Count	2,181	5,445	3,509	46	--	--	--	--	--	--
	Average Pay	$39,443	$53,489	$66,606	$64,144	--	--	--	--	--	--
30-34	Count	1,151	4,291	7,534	2,493	47	--	--	--	--	--
	Average Pay	$41,417	$56,767	$71,552	$77,443	$68,860	--	--	--	--	--
35-39	Count	607	2,670	6,086	4,891	2,166	245	--	--	--	--
	Average Pay	$42,617	$59,615	$77,422	$81,484	$87,847	$90,208	--	--	--	--
40-44	Count	370	1,666	4,248	4,089	7,217	4,913	84	--	--	--
	Average Pay	$46,531	$60,276	$84,702	$90,168	$96,879	$97,176	$99,794	--	--	--
45-49	Count	229	1,062	3,287	3,302	7,243	9,452	1,938	150	--	--
	Average Pay	$52,287	$64,388	$93,302	$99,192	$103,143	$105,497	$104,959	$97,070	--	--
50-54	Count	120	579	2,137	2,273	5,390	7,428	3,006	1,859	81	--
	Average Pay	$61,345	$67,111	$98,548	$101,657	$107,104	$111,295	$121,722	$120,235	$121,010	--
55-59	Count	101	323	1,363	1,657	4,075	5,031	1,936	2,732	2,142	520
	Average Pay	$52,031	$67,330	$100,945	$103,735	$108,116	$114,309	$122,814	$133,491	$118,877	$102,704
60-64	Count	41	163	725	909	2,246	2,530	778	1,072	2,092	2,459
	Average Pay	$63,107	$71,354	$102,797	$102,890	$103,824	$111,751	$122,918	$130,658	$120,257	$104,738
65-69	Count	7	30	192	245	502	566	188	238	405	1,272
	Average Pay	--	$67,527	$109,742	$97,673	$102,225	$107,362	$112,404	$138,155	$118,839	$100,830
70+	Count	2	5	30	47	86	98	33	34	50	325
	Average Pay	--	--	$100,860	$104,850	$105,875	$106,045	$109,068	$114,085	$110,398	$101,945

AT&T/WarnerMedia Pension Benefit Plan
Portion Applicable to AT&T Inc.
Active Participants with Frozen Benefits

Age on valuation		Years of credited service									
		0-1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
0-24	Count	--	--	--	--	--	--	--	--	--	--
25-29	Count	--	--	--	--	--	--	--	--	--	--
30-34	Count	2	20	--	--	--	--	--	--	--	--
35-39	Count	6	194	41	--	--	--	--	--	--	--
40-44	Count	8	205	166	38	--	--	--	--	--	--
45-49	Count	5	198	195	126	26	1	--	--	--	--
50-54	Count	8	130	175	168	62	16	--	--	--	--
55-59	Count	8	95	110	117	97	46	11	1	--	--
60-64	Count	4	47	61	72	43	44	24	4	--	--
65-69	Count	2	15	15	26	11	13	9	1	2	--
70+	Count	--	10	1	5	4	3	5	3	1	1

AT&T/WarnerMedia Pension Benefit Plan
Portion Applicable to AT&T Inc.
Active Participants With Account-Based Benefits

Age on valuation		Years of completed service									
		0-1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
0-24	Count	25	1,649	82	--	--	--	--	--	--	--
	Average Cash Balance	$538	$1,154	$3,962	--	--	--	--	--	--	--
25-29	Count	102	4,724	3,498	46	--	--	--	--	--	--
	Average Cash Balance	$1,064	$1,863	$5,761	$15,271	--	--	--	--	--	--
30-34	Count	108	3,839	7,515	2,448	38	--	--	--	--	--
	Average Cash Balance	$2,237	$2,804	$8,509	$21,583	$33,517	--	--	--	--	--
35-39	Count	69	2,415	6,076	4,694	1,398	118	--	--	--	--
	Average Cash Balance	$2,911	$3,838	$11,808	$25,997	$49,474	$74,218	--	--	--	--
40-44	Count	37	1,506	4,240	3,923	4,553	2,655	38	--	--	--
	Average Cash Balance	$10,319	$4,707	$15,513	$32,723	$60,389	$80,124	$63,620	--	--	--
45-49	Count	46	974	3,286	3,157	4,810	5,842	1,099	86	--	--
	Average Cash Balance	$17,197	$7,498	$19,376	$39,956	$70,690	$90,172	$111,258	$111,375	--	--
50-54	Count	22	537	2,134	2,163	3,552	4,759	2,102	1,361	70	--
	Average Cash Balance	$35,674	$8,459	$23,436	$45,596	$79,430	$109,703	$150,361	$185,476	$204,235	--
55-59	Count	17	293	1,362	1,587	2,683	3,395	1,420	2,187	1,574	348
	Average Cash Balance	--	$10,981	$27,167	$51,334	$90,072	$127,505	$168,905	$254,952	$259,083	$223,047
60-64	Count	11	142	724	852	1,420	1,762	610	877	1,593	1,664
	Average Cash Balance	--	$19,078	$28,605	$52,120	$93,790	$142,520	$183,815	$290,201	$304,269	$273,788
65-69	Count	--	24	192	231	362	403	134	203	301	895
	Average Cash Balance	--	$9,812	$30,244	$54,950	$87,424	$150,578	$184,780	$316,882	$326,970	$301,498
70+	Count	1	5	30	45	74	71	25	27	39	239
	Average Cash Balance	--	--	$27,772	$60,947	$101,635	$162,734	$185,834	$256,993	$228,045	$375,564

AT&T/WarnerMedia Pension Benefit Plan
Portion Applicable to The CW Network, LLC
Total

Age on valuation		Years of credited service									
		0-1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
0-24	Count	--	--	--	--	--	--	--	--	--	--
25-29	Count	--	--	--	--	--	--	--	--	--	--
30-34	Count	--	--	--	--	--	--	--	--	--	--
35-39	Count	--	7	2	--	--	--	--	--	--	--
40-44	Count	--	11	3	--	--	--	--	--	--	--
45-49	Count	--	11	7	8	--	--	--	--	--	--
50-54	Count	--	5	7	9	1	--	--	--	--	--
55-59	Count	--	4	2	6	4	--	--	--	--	--
60-64	Count	--	4	3	6	1	--	--	--	--	--
65-69	Count	--	4	1	3	2	--	--	--	--	--
70+	Count	--	--	--	--	--	--	--	--	--	--

EIN 82-2449954/PN 001

AT&T/WarnerMedia Pension Benefit Plan
2020 Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Description of Actuarial Assumptions and Methods

The following pages fully describe the actuarial assumptions and methods used to calculate the amounts shown in the Schedule SB.

EIN 82-2449954/PN 001
AT&T/WarnerMedia Pension Benefit Plan
Attachment to 2020 Schedule SB, Part V

Summary of Actuarial Assumptions

	2020	2019
Effective interest rates for minimum funding[1]		
AT&T/WM PBP	5.72%	5.56%
AT&T PBP		5.51%
Segment rates for minimum funding[1]		
AT&T/WM PBP (2020 and 2019) and AT&T PBP (2019)		
1st segment rate (years 0 to 4)	4.75%	3.74%
2nd segment rate (years 5 to 19)	5.50%	5.35%
3rd segment rate (years 20 and after)	6.27%	6.11%
Effective interest rates for purposes other than minimum funding[2]		
AT&T/WM PBP	4.05%	4.14%
AT&T PBP		4.00%
Segment rates for purposes other than minimum funding[2]		
AT&T/WM PBP		
1st segment rate (years 0 to 4)	2.79%	2.55%
2nd segment rate (years 5 to 19)	3.92%	3.93%
3rd segment rate (years 20 and after)	4.38%	4.49%
AT&T PBP		
1st segment rate (years 0 to 4)		2.28%
2nd segment rate (years 5 to 19)		3.81%
3rd segment rate (years 20 and after)		4.46%

[1] For 2019, the interest rates for minimum funding are based on the IRS 24-month average segment rates with September look-back for the AT&T PBP and as of the valuation date for the AT&T/WM PBP, each adjusted to fall within the interest rate corridor under HATFA interest rate stabilization. For 2020, the interest rates for minimum funding are based on the IRS 24-month average segment rates with September look-back for the AT&T/WM PBP, adjusted to fall within the interest rate corridor under ARPA interest rate stabilization.

[2] For 2019, the interest rates used for purposes other than minimum funding are based on the IRS 24-month average segment rates with September look-back for the AT&T PBP and as of the valuation date for the AT&T/WM PBP, without regard to interest rate stabilization under HATFA. For 2020, the interest rates used for purposes other than minimum funding are based on the IRS 24-month average segment rates with September look-back for the AT&T/WM PBP, without regard to interest rate stabilization under HATFA or ARPA.

Summary of Actuarial Assumptions (continued)

	2020	2019
30-year Treasury lump sum conversion rate[1]	2.28%	3.36%
Cash balance crediting rate subject to 30-year Treasury rate[1]		
Legacy AT&T CWA Contract	3.75%	3.75%
East	4.00%	4.00%
Southeast Management	3.79%	3.79%
All others	2.28%	3.36%
Cost of living adjustment (COLA)[2], if applicable	2.10%	2.30%
DIRECTV actuarial equivalence rate subject to PBGC interest rate	2.50%	2.50%

[1] Interest rate assumptions subject to the 30-year Treasury rate are based on the rate in effect for the month of November prior to the valuation date.
[2] The COLA assumption is based on the inflation assumption in the 4th Quarter Aon Capital Market Assumptions prior to the valuation date.

Summary of Actuarial Assumptions (continued)

Expected rate of salary increase
Assumed rates of salary increase for AT&T vary by age or service and bargained/nonbargained status. Specific rates can be found in Exhibits A-1 and A-2.

Retirement rates
Retirement rates for AT&T are assumed to follow age and service graded tables and vary by bargained/nonbargained status and by gender. Retirement rates for Warner Media are assumed to follow an age graded table and vary by grandfathered/nongrandfathered status. Specific rates can be found in Exhibits B-1 through B-3.

Withdrawal rates
Withdrawal rates for AT&T are assumed to follow age and service graded tables and vary by bargained/nonbargained status and by gender. Withdrawal rates for Warner Media are assumed to follow an age and service graded table. Specific rates can be found in Exhibits C-1 through C-3.

Disability rates
Disability rates for AT&T are assumed to follow age graded tables and vary by bargained/nonbargained status and by gender. Disability rates for Warner Media are assumed to follow age graded tables and vary by gender. Specific rates can be found in Exhibits D-1 through D-5.

Decrements
Decrements are assumed to be mid-year.

Mortality
The mortality table, in accordance with Treasury regulations 1.430(h)(3), is the prescribed 2020 static mortality table, with separate rates for annuitants and non-annuitants. Additionally, the disability mortality tables set forth in IRS Revenue Ruling 96-7 are used for disabled participants in the Southeast programs that currently are receiving a Social Security Disability benefit or previously received a Social Security Disability benefit immediately prior to normal retirement age. See Exhibits E-1 and E-2 for specific rates. 70% of future disabled retirees are assumed to receive Social Security Disability benefits. For future disableds, these tables are not used for the Southeast Management program due to the disability benefit being eliminated as of January 1, 2013.

Mortality for lump sum option
Commencements in the first year of the valuation are valued explicitly with that year's 417(e)(3) PPA mortality table. DIRECTV Program participants are valued with GAR-1994 mortality. Future commencements reflect the valuation year’s 417(e)(3) PPA mortality table.

Summary of Actuarial Assumptions (continued)

Expected rate of return on plan assets
The expected rate of return on assets for purposes of determining the Value of Plan Assets is assumed to be 7.00%, which reflects arithmetic returns for a one-year period. The third segment rate limitation is 6.29% for 2018 and 6.11% for 2019.

Expenses included in target normal cost
The expenses included in the target normal cost are based on the expected administration expenses and PBGC premiums for 2020.

Form of payment election
Form of payment elections are assumed to vary by program. Specific rates can be found in Exhibits F-1 through F-5.

Percent married

Active participants:	For AT&T, 80% of males and 55% of females are assumed to be married. For DIRECTV, 60% of all active participants are assumed to be married.
Retirees:	For postretirement death benefits, specific rates can be found in Exhibit G-1.

Spouse age
Actual if available, else husband is 3 years older than wife.

Current year valuation earnings
For Bargained employees: Pension Compensation for the prior year, net of commissions and Success Sharing Plan (SSP) payments, increased for one year by the salary scale, plus prior year commissions increased for one year by 2.50%, plus Projected SSP Payments. Projected SSP Payments are the 3-year average of SSP payments based on the movement in the AT&T stock price, for contracts that received SSP payments.

For Management employees: Pension Compensation for the prior year, net of commissions and bonus payments, increased for one year by the salary scale, plus Target Commissions, plus Target Bonus.

Maximum earnings
For 2020: $285,000.

Maximum benefit
The maximum benefit payable under IRC Section 415 at Normal Retirement Age.

Exhibit A-1

Annual Rates of Salary Increase
Bargained Employees

Years of service	Annual increase
0 - 1	10.00%
1 - 2	10.00
2 - 3	10.00
3 - 4	10.00
4 - 5	10.00
5 & over	2.50

Exhibit A-2

Annual Rates of Salary Increase
Nonbargained Employees

Age	Annual increase	Age	Annual increase	Age	Annual increase
15	14.00%	35	4.40%	55	2.81%
16	14.00	36	4.20	56	2.78
17	14.00	37	4.00	57	2.75
18	13.40	38	3.90	58	2.72
19	12.80	39	3.80	59	2.69
20	12.20	40	3.70	60	2.66
21	11.60	41	3.60	61	2.63
22	11.00	42	3.50	62	2.60
23	10.40	43	3.40	63	2.60
24	9.80	44	3.30	64	2.60
25	9.20	45	3.20	65	2.60
26	8.60	46	3.10	66	2.60
27	8.00	47	3.00	67	2.60
28	7.40	48	2.98	68	2.60
29	6.80	49	2.96	69	2.60
30	6.20	50	2.94	70 & over	2.60
31	5.60	51	2.92		
32	5.00	52	2.90		
33	4.80	53	2.87		
34	4.60	54	2.84		

Exhibit B-1

Annual Rates of Retirement
Bargained Male Employees

	Male							
	Years of service							
Age	10	11-19	20	21-24	25	26-29	30	> 30
45	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.075	0.075
46	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.075	0.075
47	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.075	0.065
48	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.075	0.065
49	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.075	0.065
50	n.a.	n.a.	n.a.	n.a.	0.040	0.040	0.075	0.065
51	n.a.	n.a.	n.a.	n.a.	0.050	0.045	0.075	0.065
52	n.a.	n.a.	n.a.	n.a.	0.050	0.045	0.075	0.065
53	n.a.	n.a.	n.a.	n.a.	0.050	0.045	0.075	0.065
54	n.a.	n.a.	n.a.	n.a.	0.050	0.045	0.075	0.065
55	n.a.	n.a.	0.100	0.100	0.100	0.090	0.125	0.075
56	n.a.	n.a.	0.150	0.050	0.065	0.065	0.100	0.080
57	n.a.	n.a.	0.150	0.050	0.065	0.065	0.100	0.080
58	n.a.	n.a.	0.150	0.050	0.065	0.065	0.115	0.115
59	n.a.	n.a.	0.150	0.050	0.100	0.100	0.115	0.115
60	n.a.	n.a.	0.175	0.100	0.140	0.110	0.185	0.155
61	n.a.	n.a.	0.175	0.100	0.140	0.110	0.185	0.185
62	n.a.	n.a.	0.225	0.200	0.125	0.125	0.220	0.220
63	n.a.	n.a.	0.275	0.175	0.175	0.160	0.220	0.180
64	n.a.	n.a.	0.275	0.175	0.175	0.160	0.220	0.180
65	0.300	0.300	0.300	0.300	0.325	0.325	0.250	0.250
66	0.300	0.300	0.300	0.300	0.300	0.250	0.300	0.250
67-69	0.300	0.250	0.250	0.250	0.300	0.250	0.300	0.250
70	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000

Note: Employees must meet the Modified Rule of 75 to be eligible to retire

Based on AT&T experience 2013-2016

Exhibit B-1 (continued)

Annual Rates of Retirement
Bargained Female Employees

	Female							
	Years of service							
Age	10	11-19	20	21-24	25	26-29	30	> 30
45	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.140	0.140
46	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.140	0.140
47	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.140	0.085
48	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.140	0.085
49	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.140	0.085
50	n.a.	n.a.	n.a.	n.a.	0.090	0.090	0.140	0.085
51	n.a.	n.a.	n.a.	n.a.	0.090	0.075	0.140	0.085
52	n.a.	n.a.	n.a.	n.a.	0.155	0.085	0.140	0.085
53	n.a.	n.a.	n.a.	n.a.	0.155	0.085	0.140	0.085
54	n.a.	n.a.	n.a.	n.a.	0.155	0.085	0.140	0.085
55	n.a.	n.a.	0.200	0.200	0.160	0.115	0.140	0.105
56	n.a.	n.a.	0.200	0.115	0.125	0.125	0.140	0.115
57	n.a.	n.a.	0.200	0.115	0.125	0.125	0.140	0.115
58	n.a.	n.a.	0.200	0.115	0.125	0.125	0.160	0.130
59	n.a.	n.a.	0.200	0.115	0.125	0.160	0.160	0.130
60	n.a.	n.a.	0.300	0.200	0.150	0.150	0.170	0.160
61	n.a.	n.a.	0.300	0.200	0.150	0.150	0.180	0.170
62	n.a.	n.a.	0.350	0.225	0.350	0.300	0.300	0.225
63	n.a.	n.a.	0.280	0.215	0.200	0.200	0.300	0.200
64	n.a.	n.a.	0.280	0.215	0.200	0.200	0.300	0.200
65	0.375	0.375	0.375	0.350	0.350	0.350	0.300	0.250
66	0.350	0.350	0.350	0.300	0.250	0.250	0.300	0.250
67-69	0.250	0.250	0.300	0.300	0.250	0.250	0.300	0.250
70	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000

Note: Employees must meet the Modified Rule of 75 to be eligible to retire

Based on AT&T experience 2013-2016

Exhibit B-2

Annual Rates of Retirement
Nonbargained Male Employees

	Male							
	Years of service							
Age	10	11-19	20	21-24	25	26-29	30	> 30
45	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.065	0.065
46	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.065	0.065
47	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.065	0.065
48	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.065	0.065
49	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.065	0.065
50	n.a.	n.a.	n.a.	n.a.	0.030	0.030	0.070	0.070
51	n.a.	n.a.	n.a.	n.a.	0.045	0.040	0.085	0.085
52	n.a.	n.a.	n.a.	n.a.	0.045	0.040	0.085	0.085
53	n.a.	n.a.	n.a.	n.a.	0.065	0.050	0.090	0.090
54	n.a.	n.a.	n.a.	n.a.	0.065	0.050	0.090	0.090
55	n.a.	n.a.	0.070	0.070	0.070	0.070	0.105	0.105
56	n.a.	n.a.	0.070	0.070	0.075	0.090	0.110	0.110
57	n.a.	n.a.	0.075	0.070	0.075	0.090	0.125	0.125
58	n.a.	n.a.	0.085	0.075	0.075	0.090	0.130	0.130
59	n.a.	n.a.	0.120	0.110	0.120	0.120	0.155	0.155
60	n.a.	n.a.	0.140	0.115	0.150	0.150	0.160	0.160
61	n.a.	n.a.	0.140	0.115	0.150	0.150	0.190	0.190
62	n.a.	n.a.	0.175	0.150	0.175	0.175	0.210	0.210
63	n.a.	n.a.	0.200	0.150	0.200	0.200	0.210	0.210
64	n.a.	n.a.	0.200	0.150	0.200	0.200	0.240	0.240
65	0.275	0.275	0.325	0.300	0.300	0.300	0.350	0.300
66	0.275	0.250	0.325	0.300	0.300	0.250	0.275	0.275
67-69	0.275	0.250	0.325	0.250	0.300	0.250	0.275	0.275
70	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000

Note: Employees must meet the Modified Rule of 75 to be eligible to retire

Based on AT&T experience 2013-2016

Exhibit B-2 (continued)

Annual Rates of Retirement
Nonbargained Female Employees

	Female							
	Years of service							
Age	10	11-19	20	21-24	25	26-29	30	> 30
45	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.060	0.060
46	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.060	0.060
47	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.060	0.060
48	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.060	0.060
49	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	0.060	0.060
50	n.a.	n.a.	n.a.	n.a.	0.045	0.045	0.070	0.080
51	n.a.	n.a.	n.a.	n.a.	0.065	0.065	0.090	0.090
52	n.a.	n.a.	n.a.	n.a.	0.065	0.065	0.090	0.090
53	n.a.	n.a.	n.a.	n.a.	0.075	0.065	0.110	0.110
54	n.a.	n.a.	n.a.	n.a.	0.075	0.065	0.110	0.110
55	n.a.	n.a.	0.090	0.090	0.100	0.100	0.140	0.140
56	n.a.	n.a.	0.100	0.085	0.105	0.105	0.140	0.140
57	n.a.	n.a.	0.100	0.085	0.105	0.105	0.140	0.140
58	n.a.	n.a.	0.110	0.110	0.105	0.105	0.160	0.160
59	n.a.	n.a.	0.110	0.110	0.125	0.125	0.190	0.190
60	n.a.	n.a.	0.165	0.165	0.150	0.150	0.190	0.190
61	n.a.	n.a.	0.165	0.165	0.150	0.150	0.220	0.220
62	n.a.	n.a.	0.265	0.250	0.250	0.150	0.250	0.250
63	n.a.	n.a.	0.225	0.225	0.200	0.200	0.250	0.250
64	n.a.	n.a.	0.225	0.225	0.200	0.200	0.250	0.250
65	0.280	0.280	0.300	0.300	0.375	0.350	0.300	0.300
66	0.280	0.275	0.325	0.325	0.375	0.275	0.300	0.300
67-69	0.280	0.275	0.325	0.350	0.375	0.275	0.300	0.275
70	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000

Note: Employees must meet the Modified Rule of 75 to be eligible to retire

Based on AT&T experience 2013-2016

Exhibit B-3

Annual Rates of Retirement
Warner Media Component Employees

Age	Nongrandfathered	Grandfathered
55	0.100	0.150
56	0.100	0.150
57	0.100	0.150
58	0.100	0.150
59	0.100	0.150
60	0.150	0.100
61	0.150	0.100
62	0.150	0.250
63	0.150	0.150
64	0.150	0.150
65	0.250	0.333
66	0.250	0.333
67	0.250	0.333
68	0.250	0.333
69	0.250	0.333
70	1.000	1.000

Exhibit C-1

Annual Rates of Withdrawal
Bargained Employees

	Male									
	Years of service									
Age	**0**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9+**
15-19	0.300	0.250	0.210	0.190	0.170	0.170	0.150	0.130	0.130	0.120
20-24	0.300	0.250	0.210	0.190	0.170	0.170	0.150	0.130	0.130	0.120
25-29	0.300	0.250	0.210	0.190	0.170	0.170	0.150	0.130	0.130	0.090
30-34	0.270	0.210	0.150	0.135	0.130	0.110	0.110	0.090	0.085	0.065
35-39	0.270	0.210	0.150	0.135	0.130	0.110	0.110	0.090	0.085	0.035
40-44	0.270	0.210	0.150	0.135	0.130	0.110	0.110	0.090	0.085	0.025
45-49	0.270	0.210	0.150	0.135	0.130	0.110	0.110	0.090	0.085	0.025
50-54	0.270	0.210	0.150	0.135	0.130	0.110	0.110	0.090	0.085	0.030
55-59	0.300	0.260	0.200	0.180	0.140	0.140	0.130	0.120	0.120	0.045
60+	0.300	0.260	0.200	0.180	0.140	0.140	0.130	0.120	0.120	0.060

	Female									
	Years of service									
Age	**0**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9+**
15-19	0.380	0.330	0.290	0.260	0.220	0.210	0.200	0.180	0.150	0.140
20-24	0.380	0.330	0.290	0.260	0.220	0.210	0.200	0.180	0.150	0.140
25-29	0.380	0.330	0.290	0.260	0.220	0.210	0.200	0.180	0.150	0.140
30-34	0.380	0.310	0.230	0.210	0.190	0.170	0.160	0.160	0.135	0.120
35-39	0.380	0.310	0.230	0.210	0.190	0.170	0.160	0.160	0.135	0.095
40-44	0.380	0.310	0.230	0.210	0.190	0.170	0.160	0.160	0.135	0.075
45-49	0.380	0.310	0.230	0.210	0.190	0.170	0.160	0.160	0.135	0.065
50-54	0.380	0.310	0.230	0.210	0.190	0.170	0.160	0.160	0.135	0.070
55-59	0.360	0.280	0.180	0.180	0.160	0.160	0.160	0.160	0.160	0.090
60+	0.360	0.280	0.180	0.180	0.160	0.160	0.160	0.160	0.160	0.120

Note: Based on AT&T experience 2013-2016

Exhibit C-2

Annual Rates of Withdrawal
Nonbargained Employees

	Male									
	Years of service									
Age	**0**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9+**
15-19	0.180	0.160	0.140	0.130	0.130	0.130	0.110	0.110	0.100	0.120
20-24	0.180	0.160	0.140	0.130	0.130	0.130	0.110	0.110	0.100	0.120
25-29	0.180	0.160	0.140	0.130	0.130	0.130	0.110	0.110	0.100	0.090
30-34	0.180	0.160	0.140	0.130	0.130	0.130	0.110	0.110	0.100	0.065
35-39	0.120	0.120	0.100	0.100	0.100	0.090	0.090	0.090	0.090	0.050
40-44	0.120	0.120	0.100	0.100	0.100	0.090	0.090	0.090	0.090	0.035
45-49	0.120	0.120	0.100	0.100	0.100	0.090	0.090	0.090	0.090	0.035
50-54	0.120	0.120	0.100	0.100	0.100	0.090	0.090	0.090	0.090	0.035
55-59	0.110	0.110	0.110	0.110	0.110	0.110	0.090	0.090	0.090	0.045
60+	0.110	0.110	0.110	0.110	0.110	0.110	0.090	0.090	0.090	0.085

	Female									
	Years of service									
Age	**0**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9+**
15-19	0.190	0.180	0.180	0.140	0.140	0.120	0.110	0.110	0.110	0.110
20-24	0.190	0.180	0.180	0.140	0.140	0.120	0.110	0.110	0.110	0.110
25-29	0.190	0.180	0.180	0.140	0.140	0.120	0.110	0.110	0.110	0.085
30-34	0.190	0.180	0.180	0.140	0.140	0.120	0.110	0.110	0.110	0.065
35-39	0.120	0.110	0.110	0.100	0.100	0.100	0.080	0.080	0.080	0.050
40-44	0.120	0.110	0.110	0.100	0.100	0.100	0.080	0.080	0.080	0.045
45-49	0.120	0.110	0.110	0.100	0.100	0.100	0.080	0.080	0.080	0.040
50-54	0.120	0.110	0.110	0.100	0.100	0.100	0.080	0.080	0.080	0.040
55-59	0.120	0.110	0.110	0.110	0.110	0.110	0.100	0.100	0.090	0.060
60+	0.120	0.110	0.110	0.110	0.110	0.110	0.100	0.100	0.090	0.085

Note: Based on AT&T experience 2013-2016

Exhibit C-3

Annual Rates of Withdrawal
Warner Media Component Employees

	Years of service					
Age	**0**	**1**	**2**	**3**	**4**	**5+**
15	0.6739	0.6459	0.6179	0.5899	0.5619	0.3856
16	0.6739	0.6459	0.6179	0.5899	0.5619	0.3856
17	0.6739	0.6459	0.6179	0.5899	0.5619	0.3856
18	0.6739	0.6459	0.6179	0.5899	0.5619	0.3856
19	0.3439	0.3296	0.3153	0.3010	0.2868	0.1968
20	0.3058	0.2931	0.2804	0.2677	0.2550	0.1750
21	0.3805	0.3448	0.3092	0.2821	0.2550	0.1750
22	0.4092	0.3712	0.3332	0.2941	0.2550	0.1750
23	0.4055	0.3692	0.3329	0.2947	0.2565	0.1750
24	0.3859	0.3487	0.3114	0.2768	0.2423	0.1750
25	0.3696	0.3305	0.2914	0.2559	0.2203	0.1750
26	0.3562	0.3164	0.2766	0.2343	0.1919	0.1750
27	0.3470	0.3035	0.2599	0.2147	0.1695	0.1750
28	0.3301	0.2885	0.2468	0.2012	0.1556	0.1750
29	0.3184	0.2776	0.2368	0.1923	0.1477	0.1042
30	0.3164	0.2736	0.2309	0.1867	0.1426	0.0968
31	0.3201	0.2713	0.2225	0.1794	0.1363	0.1078
32	0.3114	0.2628	0.2142	0.1731	0.1319	0.1094
33	0.2956	0.2496	0.2035	0.1660	0.1285	0.1060
34	0.2880	0.2403	0.1926	0.1590	0.1253	0.1030
35	0.2853	0.2363	0.1873	0.1544	0.1216	0.1004
36	0.2837	0.2352	0.1867	0.1516	0.1165	0.0974
37	0.2769	0.2319	0.1868	0.1502	0.1136	0.0936
38	0.2720	0.2275	0.1831	0.1463	0.1095	0.0886
39	0.2611	0.2206	0.1800	0.1433	0.1066	0.0864

Exhibit C-3 (continued)

Annual Rates of Withdrawal
Warner Media Component Employees

	Years of service					
Age	**0**	**1**	**2**	**3**	**4**	**5+**
40	0.2705	0.2232	0.1760	0.1391	0.1022	0.0830
41	0.2710	0.2206	0.1702	0.1352	0.1001	0.0786
42	0.2729	0.2190	0.1652	0.1323	0.0993	0.0772
43	0.2717	0.2184	0.1651	0.1314	0.0978	0.0762
44	0.2700	0.2168	0.1635	0.1308	0.0981	0.0758
45	0.2632	0.2121	0.1610	0.1300	0.0989	0.0746
46	0.2654	0.2138	0.1622	0.1305	0.0988	0.0728
47	0.2601	0.2105	0.1610	0.1282	0.0954	0.0732
48	0.2576	0.2084	0.1593	0.1266	0.0938	0.0740
49	0.2640	0.2087	0.1533	0.1243	0.0952	0.0730
50	0.2652	0.2083	0.1513	0.1209	0.0904	0.0698
51	0.2610	0.2097	0.1584	0.1228	0.0872	0.0676
52	0.2440	0.2029	0.1618	0.1233	0.0848	0.0670
53	0.2438	0.2004	0.1571	0.1185	0.0799	0.0644
54	0.2409	0.1952	0.1496	0.1098	0.0700	0.0474
55	0.2298	0.1814	0.1329	0.0885	0.0440	0.0176
56	0.2183	0.1728	0.1273	0.0793	0.0313	0.0046
57	0.2152	0.1728	0.1304	0.0783	0.0262	0.0022
58	0.2166	0.1736	0.1306	0.0787	0.0269	0.0044
59	0.2295	0.1822	0.1350	0.0838	0.0326	0.0062
60+	0.2317	0.1825	0.1333	0.0847	0.0360	0.0040

Exhibit D-1

Annual Rates of Disability
Bargained Employees (Except AT&T Mobility)

Age	Male	Female	Age	Male	Female
29 & under	0.0007	0.0014	50	0.0019	0.0030
30	0.0007	0.0016	51	0.0021	0.0032
31	0.0007	0.0016	52	0.0022	0.0033
32	0.0007	0.0016	53	0.0024	0.0035
33	0.0007	0.0016	54	0.0025	0.0037
34	0.0007	0.0016	55	0.0027	0.0037
35	0.0007	0.0017	56	0.0031	0.0041
36	0.0007	0.0017	57	0.0034	0.0044
37	0.0007	0.0018	58	0.0040	0.0049
38	0.0007	0.0018	59	0.0046	0.0053
39	0.0008	0.0019	60	0.0058	0.0059
40	0.0008	0.0021	61	0.0067	0.0065
41	0.0009	0.0022	62	0.0081	0.0073
42	0.0010	0.0024	63	0.0101	0.0086
43	0.0011	0.0025	64	0.0119	0.0097
44	0.0012	0.0027	65 & over	0.0121	0.0097
45	0.0013	0.0029			
46	0.0015	0.0031			
77	0.0016	0.0034			
48	0.0017	0.0035			
49	0.0019	0.0036			

Exhibit D-2

Annual Rates of Disability
Nonbargained Employees (Except AT&T Mobility)

Age	Male	Female	Age	Male	Female
29 & under	0.0004	0.0006	50	0.0015	0.0023
30	0.0004	0.0007	51	0.0016	0.0025
31	0.0004	0.0008	52	0.0018	0.0026
32	0.0004	0.0008	53	0.0020	0.0027
33	0.0004	0.0008	54	0.0022	0.0029
34	0.0004	0.0009	55	0.0023	0.0030
35	0.0004	0.0009	56	0.0026	0.0032
36	0.0004	0.0009	57	0.0030	0.0036
37	0.0004	0.0010	58	0.0037	0.0039
38	0.0004	0.0011	59	0.0044	0.0043
39	0.0004	0.0012	60	0.0054	0.0048
40	0.0005	0.0013	61	0.0067	0.0052
41	0.0005	0.0014	62	0.0085	0.0061
42	0.0006	0.0016	63	0.0106	0.0076
43	0.0007	0.0018	64	0.0114	0.0080
44	0.0008	0.0019	65 & over	0.0114	0.0080
45	0.0009	0.0021			
46	0.0011	0.0024			
77	0.0012	0.0025			
48	0.0014	0.0025			
49	0.0015	0.0026			

Exhibit D-3

Annual Rates of Disability
AT&T Mobility Bargained Employees

Age	Male	Female	Age	Male	Female
30 & under	0.0003	0.0003	50	0.0014	0.0014
31	0.0003	0.0003	51	0.0015	0.0015
32	0.0003	0.0003	52	0.0016	0.0016
33	0.0003	0.0003	53	0.0017	0.0017
34	0.0003	0.0003	54	0.0018	0.0018
35	0.0004	0.0004	55	0.0020	0.0019
36	0.0004	0.0004	56	0.0022	0.0021
37	0.0005	0.0004	57	0.0023	0.0022
38	0.0005	0.0004	58	0.0025	0.0023
39	0.0006	0.0005	59	0.0027	0.0025
40	0.0007	0.0005	60	0.0030	0.0026
41	0.0007	0.0006	61	0.0032	0.0029
42	0.0008	0.0007	62	0.0034	0.0030
43	0.0008	0.0008	63	0.0036	0.0032
44	0.0010	0.0008	64	0.0038	0.0034
45	0.0010	0.0009	65 & over	0.0000	0.0000
46	0.0011	0.0010			
77	0.0012	0.0011			
48	0.0012	0.0012			
49	0.0013	0.0013			

Exhibit D-4

Annual Rates of Disability
AT&T Mobility Nonbargained Employees

Age	Male	Female
All	0.00051	0.00103

Exhibit D-5

Annual Rates of Disability
Warner Media Component Employees

Age	Male	Female	Age	Male	Female
20 & under	0.00068	0.00085	45	0.00294	0.00399
21	0.00074	0.00092	46	0.00324	0.00430
22	0.00080	0.00100	77	0.00356	0.00463
23	0.00082	0.00104	48	0.00418	0.00516
24	0.00084	0.00107	49	0.00479	0.00568
25	0.00086	0.00111	50	0.00541	0.00621
26	0.00087	0.00113	51	0.00603	0.00674
27	0.00089	0.00116	52	0.00662	0.00728
28	0.00091	0.00121	53	0.00767	0.00796
29	0.00095	0.00131	54	0.00872	0.00864
30	0.00097	0.00136	55	0.00976	0.00932
31	0.00101	0.00145	56	0.01081	0.00999
32	0.00105	0.00155	57	0.01187	0.01068
33	0.00110	0.00164	58	0.01284	0.01105
34	0.00114	0.00173	59	0.01381	0.01142
35	0.00121	0.00191	60	0.01479	0.01179
36	0.00128	0.00209	61	0.01576	0.01216
37	0.00137	0.00232	62	0.01671	0.01253
38	0.00150	0.00246	63	0.01823	0.01367
39	0.00162	0.00261	64	0.01982	0.01487
40	0.00175	0.00276	65 & over	0.00000	0.00000
41	0.00188	0.00290			
42	0.00202	0.00305			
43	0.00233	0.00336			
44	0.00263	0.00367			

Exhibit E-1

Annual Rates of Disabled Mortality
AT&T Southeast Participants (Disabled Prior to January 1, 1995)

Age	Male	Female	Age	Male	Female	Age	Male	Female
45	0.019251	0.014417	70	0.057612	0.033123	95	0.234086	0.184537
46	0.020025	0.014800	71	0.061019	0.034916	96	0.248436	0.201757
47	0.020846	0.015197	72	0.064679	0.036986	97	0.263954	0.222043
48	0.021716	0.015611	73	0.068604	0.039352	98	0.280803	0.243899
49	0.022639	0.016043	74	0.072881	0.042033	99	0.299154	0.268185
50	0.023624	0.016495	75	0.076965	0.044540	100	0.319185	0.295187
51	0.024617	0.016970	76	0.081027	0.047104	101	0.341086	0.325225
52	0.025865	0.017470	77	0.085222	0.049840	102	0.365052	0.358897
53	0.027076	0.017997	78	0.089592	0.052794	103	0.393102	0.395842
54	0.028263	0.018553	79	0.094182	0.056017	104	0.427255	0.438360
55	0.029451	0.019140	80	0.099034	0.059556	105	0.469531	0.487816
56	0.030667	0.019761	81	0.104194	0.063460	106	0.521945	0.545886
57	0.031937	0.020417	82	0.109705	0.067777	107	0.586518	0.614309
58	0.033281	0.021111	83	0.115609	0.072556	108	0.665268	0.694884
59	0.034700	0.021845	84	0.121952	0.077845	109	0.760215	0.789474
60	0.036185	0.022621	85	0.128777	0.083693	110	1.000000	1.000000
61	0.037729	0.023441	86	0.136128	0.090148			
62	0.039325	0.024307	87	0.144048	0.097260			
63	0.040976	0.025222	88	0.152581	0.105075			
64	0.042720	0.026187	89	0.161771	0.113643			
65	0.044607	0.027205	90	0.171662	0.123012			
66	0.046684	0.028278	91	0.182297	0.133216			
67	0.049000	0.029408	92	0.193720	0.143634			
68	0.051594	0.030598	93	0.205975	0.155581			
69	0.054468	0.031848	94	0.219106	0.169181			

Source: Revenue Ruling 96-7

Exhibit E-2

Annual Rates of Disabled Mortality
AT&T Southeast Participants (Disabled After December 31, 1994)

Age	Male	Female	Age	Male	Female	Age	Male	Female
45	0.043033	0.023988	70	0.073284	0.051331	95	0.234086	0.217045
46	0.044007	0.024734	71	0.075979	0.053268	96	0.248436	0.232467
47	0.044993	0.025504	72	0.078903	0.055356	97	0.263954	0.248870
48	0.045989	0.026298	73	0.082070	0.057573	98	0.280803	0.266289
49	0.046993	0.027117	74	0.085606	0.059979	99	0.299154	0.284758
50	0.048004	0.027961	75	0.088918	0.062574	100	0.319185	0.303433
51	0.049021	0.028832	76	0.092208	0.065480	101	0.341086	0.327385
52	0.050042	0.029730	77	0.095625	0.068690	102	0.365052	0.359020
53	0.051067	0.030655	78	0.099216	0.072237	103	0.393102	0.395842
54	0.052093	0.031609	79	0.103030	0.076156	104	0.427255	0.438360
55	0.053120	0.032594	80	0.107113	0.080480	105	0.469531	0.487816
56	0.054144	0.033608	81	0.111515	0.085243	106	0.521945	0.545886
57	0.055089	0.034655	82	0.116283	0.090480	107	0.586518	0.614309
58	0.056068	0.035733	83	0.121464	0.096224	108	0.665268	0.694884
59	0.057080	0.036846	84	0.127108	0.102508	109	0.760215	0.789474
60	0.058118	0.037993	85	0.133262	0.109368	110	1.000000	1.000000
61	0.059172	0.039176	86	0.139974	0.116837			
62	0.060232	0.040395	87	0.147292	0.124948			
63	0.061303	0.041653	88	0.155265	0.133736			
64	0.062429	0.042950	89	0.163939	0.143234			
65	0.063669	0.044287	90	0.173363	0.153477			
66	0.065082	0.045666	91	0.183585	0.164498			
67	0.066724	0.046828	92	0.194653	0.176332			
68	0.068642	0.048070	93	0.206615	0.189011			
69	0.070834	0.049854	94	0.219519	0.202571			

Source: Revenue Ruling 96-7

Exhibit F-1

Form of Payment
Retirements and Terminations from Active Status
Prior to January 1, 2020

AT&T PBP

Retirements - Modified Rule of 75 reached

	Immediate commencement		Commencement at age 65	
Bargained Retirements	Lump Sum	Annuity	Lump Sum	Annuity
Midwest	90%	10%	0%	0%
West	90%	10%	0%	0%
Southwest	90%	10%	0%	0%
East	50%	50%	0%	0%
Mobility (Non-District 6)	100%	0%	0%	0%
Mobility Bargained (District 6)	90%	10%	0%	0%
Southeast	90%	10%	0%	0%
AT&T Legacy Bargained				
Under age 55	15%	85%	0%	0%
Age 55 and over	30%	70%	0%	0%
BCB	100%	0%	0%	0%
BCB2	100%	0%	0%	0%
Management Retirements				
Nonbargained[1]	100%	0%	0%	0%
Mobility	100%	0%	0%	0%
Southeast Management	90%	10%	0%	0%
AT&T Legacy Management	50%	50%	0%	0%
MCB	100%	0%	0%	0%

[1]Full lump sum payment option may not be available for all nonbargained participants

Additional note: Except for Mobility Bargained (District 6), AT&T Legacy Bargained, and AT&T Legacy Management; for married participants not electing a lump sum, it is assumed that 90% will elect the survivor option with their spouse as the designated beneficiary

Exhibit F-1 (continued)

Form of Payment
Retirements and Terminations from Active Status
Prior to January 1, 2020

AT&T PBP

Terminations - Modified Rule of 75 not reached

	Immediate commencement		Commencement at age 65	
Bargained Terminations	Lump Sum	Annuity	Lump Sum	Annuity
Midwest	60%	0%	40%	0%
West[1]	60%	0%	0%	40%
Southwest[2]	0%	0%	0%	100%
East	100%	0%	0%	0%
Mobility (Non-District 6)	60%	0%	40%	0%
Mobility Bargained (District 6)[2]	0%	0%	0%	100%
Southeast[3]	60%	0%	40%	0%
AT&T Legacy Bargained	60%	0%	28%	12%
BCB	60%	0%	40%	0%
BCB2[4]	60%	0%	40%	0%
Management Terminations				
Nonbargained[3]	50%	0%	50%	0%
Mobility	50%	0%	50%	0%
Southeast Management	50%	0%	50%	0%
AT&T Legacy Management[3]	50%	0%	35%	15%
MCB	50%	0%	50%	0%

[1]West participants cannot elect a lump sum outside of a 90 day window

[2]No lump sum payment option available

[3]Lump sum commencement assumption for lump sum eligible portion of benefit only

[4]Not all BCB2 participants eligible for lump sum payment option

Exhibit F-1 (continued)

Form of Payment
Retirements and Terminations from Active Status
Prior to January 1, 2020

AT&T PBP
DIRECTV Program Retirements

	Immediate commencement		Commencement at age 65	
DIRECTV Program Retirements	Lump Sum	Annuity	Lump Sum	Annuity
Contributory participants[1]	0%	100%	0%	0%
Non-Contributory participants	75%	25%	0%	0%

AT&T PBP
DIRECTV Program Terminations

	Immediate commencement		Commencement at age 65	
DIRECTV Program Terminations	Lump Sum	Annuity	Lump Sum	Annuity
Contributory participants[1]	0%	0%	0%	100%
Non-Contributory participants	95%	0%	0%	5%

[1]30% elect a single life annuity, 70% elect a 5-year certain installment (participants, at a minimum, will receive a refund of their employee contributions)

Exhibit F-1 (continued)

Form of Payment
Retirements and Terminations from Active Status
Prior to January 1, 2020

Warner Media[1]

	Immediate commencement		Commencement at age 55	
	Lump Sum	Annuity	Lump Sum	Annuity
Retirements from active status	80%	20%	0%	0%
Terminations from active status	0%	0%	80%	20%

[1]For lump sum eligible Warner Media participants. Otherwise, 100% annuity.

Exhibit F-2

Form of Payment
Terminated Vested Participants
Prior to January 1, 2020

AT&T PBP

	Immediate commencement		Commencement at age 65	
Bargained Terminations	Lump Sum	Annuity	Lump Sum	Annuity
Midwest	0%	0%	100%	0%
West	0%	0%	0%	100%
Southwest	0%	0%	0%	100%
East	0%	0%	70%	30%
Mobility (Non-District 6)	0%	0%	100%	0%
Mobility Bargained (District 6)	0%	0%	0%	100%
Southeast[1]	0%	0%	100%	0%
AT&T Legacy Bargained	0%	0%	70%	30%
BCB	0%	0%	100%	0%
BCB2[2]	0%	0%	100%	0%
Management Terminations				
Nonbargained[1]	0%	0%	100%	0%
Mobility	0%	0%	100%	0%
Southeast Management	0%	0%	100%	0%
AT&T Legacy Management[1]	0%	0%	70%	30%
MCB	0%	0%	100%	0%

[1]Lump sum commencement assumption for lump sum eligible portion of benefit only
[2]Not all participants eligible for lump sum payment option

Exhibit F-2 (continued)

Form of Payment
Terminated Vested Participants
Prior to January 1, 2020

AT&T PBP
DIRECTV Program

	Immediate commencement		Commencement at age 65	
DIRECTV Program Terminations	Lump Sum	Annuity	Lump Sum	Annuity
Contributory participants[1]	0%	0%	0%	100%
Non-Contributory participants[2]	0%	0%	95%	5%

[1]30% elect a single life annuity, 70% elect a 5-year certain installment (participants, at a minimum, will receive a refund of their employee contributions)
[2]Participants are assumed to take a lump sum 4 years from their termination date, otherwise, commencement is assumed at age 65

Exhibit F-2 (continued)

Form of Payment
Terminated Vested Participants
Prior to January 1, 2020

Warner Media[1]

	Immediate commencement		Commencement at age 65	
	Lump Sum	Annuity	Lump Sum	Annuity
Warner Media	0%	0%	80%	20%

[1]For lump sum eligible Warner Media participants. Otherwise, 100% annuity.

Exhibit F-3

Form of Payment
Retirements and Terminations from Active Status
As of January 1, 2020

Retirements - Modified Rule of 75 reached

	Immediate commencement		Commencement at age 65	
Bargained Retirements	Lump Sum	Annuity	Lump Sum	Annuity
AT&T Legacy Bargained	35%	65%	0%	0%
East	50%	50%	0%	0%
Midwest	80%	20%	0%	0%
Southwest	80%	20%	0%	0%
West	80%	20%	0%	0%
Mobility Bargained (District 6)	80%	20%	0%	0%
BCB2[1]	80%	20%	0%	0%
BCB	80%	20%	0%	0%
Southeast	90%	10%	0%	0%
Mobility (Non-District 6)	60%	15%	25%	0%
Management Retirements				
AT&T Legacy Management	35%	35%	15%	15%
Southeast Management	80%	20%	0%	0%
Nonbargained Program	80%	20%	0%	0%
Mobility	60%	15%	25%	0%
MCB	60%	15%	25%	0%
DIRECTV				
Contributory[2]	0%	100%	0%	0%
Non-Contributory[3]	63%	7%	30%	0%
Warner Media[3]	80%	20%	0%	0%

[1]Assumption applies to lump sum eligible participants only

[2]30% elect a single life annuity, 70% elect a 5-year certain installment (participants, at a minimum, will receive a refund of their employee contributions)

[3]Applies to ages greater than 55

Exhibit F-4

Form of Payment
Retirements and Terminations from Active Status
As of January 1, 2020

Terminations - Modified Rule of 75 not reached

	Immediate commencement		Commencement at age 65	
Bargained Terminations	Lump Sum	Annuity	Lump Sum	Annuity
Midwest	60%	0%	40%	0%
West[1]	60%	0%	0%	40%
Southwest[2]	0%	0%	0%	100%
East	100%	0%	0%	0%
Mobility (Non-District 6)	60%	0%	40%	0%
Mobility Bargained (District 6)[2]	0%	0%	0%	100%
Southeast[3]	60%	0%	40%	0%
AT&T Legacy Bargained	60%	0%	28%	12%
BCB	60%	0%	40%	0%
BCB2[4]	60%	0%	40%	0%
Management Terminations				
Nonbargained[3]	50%	0%	50%	0%
Mobility	50%	0%	50%	0%
Southeast Management	50%	0%	50%	0%
AT&T Legacy Management	50%	0%	25%	25%
MCB	50%	0%	50%	0%
DIRECTV				
Contributory[5]	0%	0%	0%	100%
Non-Contributory[6]	50%	0%	50%	0%
Warner Media[6]	0%	0%	80%	20%

[1]West participants cannot elect a lump sum outside of a 90 day window

[2]No lump sum payment option available

[3]Lump sum commencement assumption for lump sum eligible portion of benefit only

[4]Assumption applies to lump sum eligible participants only

[5]30% elect a single life annuity, 70% elect a 5-year certain installment (participants, at a minimum, will receive a refund of their employee contributions)

[6]Applies to ages less than 55

Exhibit F-5

Form of Payment
Terminated Vested Participants
As of January 1, 2020

Terminated Vested Participants

	Immediate commencement		Commencement at age 65	
Bargained Terminations	Lump Sum	Annuity	Lump Sum	Annuity
Midwest	0%	0%	100%	0%
West	0%	0%	0%	100%
Southwest	0%	0%	0%	100%
East	0%	0%	70%	30%
Mobility (Non-District 6)	0%	0%	100%	0%
Mobility Bargained (District 6)	0%	0%	0%	100%
Southeast[1]	0%	0%	100%	0%
AT&T Legacy Bargained	0%	0%	70%	30%
BCB	0%	0%	100%	0%
BCB2[2]	0%	0%	100%	0%
Management Terminations				
Nonbargained[1]	0%	0%	100%	0%
Mobility	0%	0%	100%	0%
Southeast Management	0%	0%	100%	0%
AT&T Legacy Management[1]	0%	0%	50%	50%
MCB	0%	0%	100%	0%
DIRECTV				
Contributory[3]	0%	0%	0%	100%
Non-Contributory[4]	0%	0%	95%	5%
Warner Media[5]	0%	0%	80%	20%

[1]Lump sum commencement assumption for lump sum eligible portion of benefit only

[2]Assumption applies to lump sum eligible participants only

[3]30% elect a single life annuity, 70% elect a 5-year certain installment (participants, at a minimum, will receive a refund of their employee contributions)

[4]Participants are assumed to take a lump sum 4 years from their termination date, otherwise, commencement is assumed at age 65

[5]For lump sum eligible Warner Media participants. Otherwise, 100% annuity.

Exhibit G-1

Married Percentage of Retired Participants

Age	Male	Female	Age	Male	Female	Age	Male	Female
50 & under	0.70	0.39	70	0.74	0.38	90	0.49	0.07
51	0.70	0.39	71	0.74	0.36	91	0.46	0.06
52	0.70	0.39	72	0.74	0.34	92	0.42	0.05
53	0.70	0.39	73	0.74	0.32	93	0.38	0.04
54	0.70	0.39	74	0.74	0.30	94	0.34	0.03
55	0.70	0.39	75	0.73	0.29	95	0.30	0.02
56	0.70	0.39	76	0.73	0.28	96	0.26	0.02
57	0.70	0.39	77	0.73	0.27	97	0.22	0.02
58	0.70	0.39	78	0.73	0.25	98	0.18	0.01
59	0.70	0.39	79	0.73	0.23	99	0.14	0.01
60	0.70	0.39	80	0.72	0.21	100	0.11	0.00
61	0.70	0.39	81	0.70	0.20	101	0.08	0.00
62	0.70	0.39	82	0.68	0.19	102	0.05	0.00
63	0.70	0.39	83	0.66	0.17	103	0.02	0.00
64	0.70	0.39	84	0.64	0.15	104	0.00	0.00
						105 & over	0.00	0.00
65	0.72	0.39	85	0.61	0.14			
66	0.72	0.39	86	0.59	0.12			
67	0.72	0.39	87	0.56	0.11			
68	0.72	0.39	88	0.54	0.09			
69	0.72	0.39	89	0.52	0.08			

Note: Based on plan experience from 2007 - 2014

Actuarial Methods

Valuation date
The valuation date is January 1, 2020.

Calculation of normal costs and liabilities
The method used to calculate the ERISA target normal cost and funding target is the unit credit cost method.

Under this method, benefits are estimated at each decrement age using service and earnings as of the valuation date. The present value of these estimated benefits using the applicable ERISA assumptions is the ERISA funding target. The target normal cost is the present value of the benefits earned during the year.

For calculating the actuarial present value of vested benefits, benefits at each decrement age are determined in the same manner, but are then multiplied by each participant's vesting percentage as of the valuation date. The present value of these estimated vested benefits is determined without recognition of any benefit for which a participant will become entitled only through the advancement in service or age while actively employed. In addition, the following ancillary benefits have been treated as vested: disability and temporary supplemental retirement benefits in pay status and pension death benefits.

Per Treasury regulation section 1.430(d)-1(f)(4)(iii), the liabilities for the funding valuation are determined using the annuity substitution method for benefits assumed to be paid as a lump sum and where the amounts are impacted by changes in lump sum interest rates or mortality. Accordingly, lump sums determined under 417(e) which are assumed to commence in the plan year reflect the interest rates applicable for the plan year and future lump sum commencements reflect annuity substitution using the interest rates under section 430(h)(2). Additionally, the liabilities for lump sum commencements are valued using the plan year’s 417(e)(3) PPA mortality table, except for DIRECTV Program participants whose lump sums are valued with GAR-1994 mortality.

Value of plan assets
The value of plan assets is used to calculate contribution requirements under ERISA. The value of plan assets is determined by recognizing asset gains and losses over a period of three years. Asset gains and losses are defined as the difference between the expected return on the market value of assets, using a return assumption not to exceed the third segment rate, and the actual return on the market value of assets. This gain or loss is recognized over a period of three years at one-third per year, beginning in the current year. The value of plan assets must be within 10% of the market value of assets.

Actuarial Methods
(continued)

Allocation of plan assets to participating employers

For purposes of determining funding requirements for each participating employer, plan assets are allocated using the Funding Target (reflecting interest rate stabilization corridors) as of each valuation date.

Application of multiple employer rules

Since this plan was established as a multiple employer plan after December 31, 1988, the funding is determined separately for each participating employer in accordance with IRC Section 413(c)(4)(A).

EIN 82-2449954/PN 001

AT&T/WarnerMedia Pension Benefit Plan
2020 Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to potential software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. To the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB, the values on the signed Schedule SB will govern.

Plan Merger
Effective December 31, 2019, the AT&T Pension Benefit Plan (AT&T PBP, EIN 43-1301883/PN 006) merged into the AT&T/WarnerMedia Pension Benefit Plan (AT&T/WM PBP). The 2020 Schedule SB reflects the following:

- The Funding Standard Carryover Balance (if applicable), Shortfall Amortization Bases (if applicable) and Prefunding Balance of each plan were calculated as of January 1, 2020 and combined.
- The January 1, 2019 Funding Standard Carryover Balance and the Prefunding Balance were credited with actual returns for 2019 based on investment returns for each plan prior to the merger. Actual returns for the 2019 plan year were 20.62% for the AT&T/WM PBP and 17.27% for the AT&T PBP.
- The prior year's funding percentage for purposes of determining whether funding balances may be used to reduce the 2020 plan year funding requirements was determined using the combined January 1, 2019 value of plan assets, funding target, and funding balances of the AT&T/WM PBP and the AT&T PBP.

Impact of the American Rescue Plan Act of 2021 (ARPA)
The plan sponsor is applying the interest rate stabilization of ARPA to the AT&T/WM PBP for the 2020 plan year.

The plan sponsor elected to apply the extended shortfall amortization period under ARPA starting with the plan year beginning January 1, 2019 for the AT&T/WM PBP. However, because the AT&T/WM PBP had no shortfall amortization charge for minimum funding purposes for the 2019 plan year, this election did not change the minimum required contribution for this plan.

The plan sponsor elected to apply the extended shortfall amortization period under ARPA starting with the plan year beginning January 1, 2019 for the AT&T PBP. The revised 2019 Minimum Required Contribution for the AT&T PBP reflecting this election is shown on the following page.

AT&T/WarnerMedia Pension Benefit Plan
2020 Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan (continued)

Revised 2019 Minimum Required Contribution for the AT&T PBP Reflecting ARPA

(1)	Effective Interest Rate	5.51%
(2)	Target Normal Cost	$1,007,830,000
(3)	Credit for Excess Assets	
	(a) Adjusted Value of Plan Assets	$42,588,461,000
	(b) Funding Target	46,368,937,000
	(c) Excess Assets, (a) - (b), not Less Than $0	0
	(d) Credit for Excess Assets, Lesser of (2) and 3(c)	$0
(4)	Target Normal Cost Adjusted for Excess Assets, (2) - 3(d)	$1,007,830,000
(5)	Amortization Charges	
	(a) Net Shortfall Amortization Charge	$349,535,000
	(b) Waiver Amortization Charge	0
	(c) Total	$349,535,000
(6)	2019 Minimum Required Contribution for the AT&T PBP Reflecting ARPA	$1,357,365,000

Revised 2019 Schedule of Amortization Bases for the AT&T PBP Reflecting ARPA

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	$3,780,476,000	January 1, 2019	15	$349,535,000

EIN 82-2449954/PN 001

AT&T/WarnerMedia Pension Benefit Plan
Participating Employers for the 2020 plan year

Attachment to the 2020 Form 5500

Name of Participating Employer	Employer Identification Number
AT&T Inc.	43-1301883
The CW Network, LLC	20-5074440

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2020

This Form is Open to Public Inspection

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
AT&T/WarnerMedia Pension Benefit Plan

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
Warner Media, LLC

D Employer Identification Number (EIN)
82-2449954

E Type of plan: ☐ Single ☒ Multiple-A ☐ Multiple-B

F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2020

2 Assets:

a Market value	**2a**	53,675,882,000
b Actuarial value	**2b**	51,470,005,000

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	208,614	23,712,331,000	23,712,331,000
b For terminated vested participants	99,654	5,356,808,000	5,356,808,000
c For active participants	160,515	14,711,323,000	16,065,326,000
d Total	468,783	43,780,462,000	45,134,465,000

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	
5 Effective interest rate	**5**	5.72%
6 Target normal cost	**6**	848,901,000

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE Brian J. Walker BJW — 09/29/2021

Signature of actuary — Date

Brian J. Walker, ASA, EA — 2006719

Type or print name of actuary — Most recent enrollment number

Aon Consulting, Inc. — 214-989-2679

Firm name — Telephone number (including area code)

5005 LBJ Freeway, 14th Floor

Dallas TX 75244

Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	586,862,892	8,086,667,080
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	10,017,000	1,357,385,000
9	Amount remaining (line 7 minus line 8)	576,845,892	6,729,282,080
10	Interest on line 9 using prior year's actual return of 20.62%	118,946,108	1,162,184,920
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.56%		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	695,792,000	7,891,467,000

Part III Funding Percentages

14	Funding target attainment percentage	14	95.01%
15	Adjusted funding target attainment percentage	15	114.03%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	92.76%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
			Totals ► 18(b)	0	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	
4.75 %	5.50 %	6.27%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	62

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment		☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment		☒ Yes ☐ No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment		☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6)	**31a**	848,901,000
b Excess assets, if applicable, but not greater than line 31a	**31b**	41,000

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	2,252,968,000	227,032,000
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	1,075,892,000

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	695,792,000	380,100,000	1,075,892,000

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)

41 If an election was made to use PRA 2010 funding relief for this plan:

a Schedule elected ☐ 2 plus 7 years ☐ 15 years

b Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2020

This Form is Open to Public Inspection

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
AT&T/WarnerMedia Pension Benefit Plan (Portion applicable to AT&T Inc.)

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
Warner Media, LLC

D Employer Identification Number (EIN)
82-2449954

E Type of plan: ☐ Single ☒ Multiple-A ☐ Multiple-B

F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2020

2 Assets:

a Market value	**2a**	53,653,737,000
b Actuarial value	**2b**	51,448,770,000

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	208,609	23,711,028,000	23,711,028,000
b For terminated vested participants	99,578	5,350,140,000	5,350,140,000
c For active participants	160,404	14,700,673,000	16,054,676,000
d Total	468,591	43,761,841,000	45,115,844,000

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	
5 Effective interest rate	**5**	5.72%
6 Target normal cost	**6**	848,860,000

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

Signature of actuary
Brian J. Walker, ASA, EA

Date
2006719

Type or print name of actuary
Aon Consulting, Inc.

Most recent enrollment number
214-989-2679

Firm name

Telephone number (including area code)

5005 LBJ Freeway, 14th Floor

Dallas TX 75244

Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	586,862,892	8,085,535,000
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	10,017,000	1,357,385,000
9	Amount remaining (line 7 minus line 8)	576,845,892	6,728,150,000
10	Interest on line 9 using prior year's actual return of 20.62%	118,946,108	1,161,952,000
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.56%		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections		0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	695,792,000	7,890,102,000

Part III Funding Percentages

14	Funding target attainment percentage	14	95.00%
15	Adjusted funding target attainment percentage	15	114.03%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	92.75%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
			Totals ► 18(b)	0	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	
4.75 %	5.50 %	6.27%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	62

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment		☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment		☒ Yes ☐ No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment		☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6)	**31a**	848,860,000
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	2,252,968,000	227,032,000
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	1,075,892,000

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	695,792,000	380,100,000	1,075,892,000

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)

41 If an election was made to use PRA 2010 funding relief for this plan:

a Schedule elected ☐ 2 plus 7 years ☐ 15 years

b Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2020

This Form is Open to Public Inspection

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
AT&T/WarnerMedia Pension Benefit Plan (Portion applicable to The CW Network, LLC)

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
Warner Media, LLC

D Employer Identification Number (EIN)
82-2449954

E Type of plan: ☐ Single ☒ Multiple-A ☐ Multiple-B

F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2020

2 Assets:

a Market value	**2a**	22,145,000
b Actuarial value	**2b**	21,235,000

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	5	1,303,000	1,303,000
b For terminated vested participants	76	6,668,000	6,668,000
c For active participants	111	10,650,000	10,650,000
d Total	192	18,621,000	18,621,000

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	
5 Effective interest rate	**5**	5.80%
6 Target normal cost	**6**	41,000

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

Signature of actuary

Date
2006719

Brian J. Walker, ASA, EA
Type or print name of actuary

Most recent enrollment number
214-989-2679

Aon Consulting, Inc.
Firm name

Telephone number (including area code)

5005 LBJ Freeway, 14th Floor
Dallas TX 75244
Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	1,132,080
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	1,132,080
10	Interest on line 9 using prior year's actual return of 20.62%	0	232,920
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		0
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.56%		0
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c	Total available at beginning of current plan year to add to prefunding balance		0
d	Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections		0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	1,365,000

Part III Funding Percentages

14	Funding target attainment percentage	14	106.70%
15	Adjusted funding target attainment percentage	15	114.03%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	106.16%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
		Totals ► 18(b)	0	18(c)	0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
a	Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b	Contributions made to avoid restrictions adjusted to valuation date	19b	0
c	Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	☐ N/A, full yield curve used
4.75 %	5.50 %	6.27%	

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	64

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment	☒ Yes	☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment	☒ Yes	☐ No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment	☒ Yes	☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6)	**31a**	41,000
b Excess assets, if applicable, but not greater than line 31a	**31b**	41,000

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	0

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)

41 If an election was made to use PRA 2010 funding relief for this plan:

a Schedule elected ☐ 2 plus 7 years ☐ 15 years

b Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

EIN 82-2449954/PN 001

AT&T/WarnerMedia Pension Benefit Plan
Summary of Attachments to 2020 Form 5500 Schedule SB

Attachments	Description
Line 3	Description of Funding Target/Participant Count breakdown
Line 7	Explanation of Discrepancy in Prior Year Funding Standard Carryover Balance or Prefunding Balance
Line 22	Description of Weighted Average Retirement Age
Part V	Statement of Actuarial Assumptions/Methods
	Summary of Plan Provisions
Line 24	Change in Non-Prescribed Actuarial Assumptions
Line 25	Change in Method
Line 26	Schedule of Active Participant Data
Line 32	Schedule of Amortization Bases

EIN 82-2449954/PN 001

AT&T/WarnerMedia Pension Benefit Plan
2020 Schedule SB, Line 3 — Description of Funding Target / Count Breakdown

Description of Funding Target / Count Breakdown

- Funding target liability/counts under line 3a are determined for the participants who are currently receiving or have received benefits.

- Funding target liability/counts under line 3b are determined for the retired/separated participants who are entitled to future benefits.

EIN 82-2449954/PN 001

AT&T/WarnerMedia Pension Benefit Plan
2020 Schedule SB, Line 7 — Explanation of Discrepancy in Prior Year Funding Standard Carryover Balance or Prefunding Balance

December 31, 2019 Plan Merger

As of December 31, 2019, the AT&T Pension Benefit Plan (AT&T PBP, EIN 43-1301883/PN 006) was merged into the AT&T/WarnerMedia Pension Benefit Plan (AT&T/WM PBP).

Below is a reconciliation of the carryover balances and prefunding balances of the two plans (including the portions of the AT&T/WM PBP applicable to Warner Media, LLC and The CW Network, LLC) due the plan merger. Lines 7(a) and 7(b) reflect the combined amounts of carryover balance and prefunding balance from Lines 13(a) and 13(b) respectively of the 2019 plan year Schedule SBs for these plans. Lines 10(a) and 10(b) reflect the actual return earned from January 1, 2019 through December 31, 2019. The interest amount for Line 10(b) will not be equal to the rate of return shown on Line 10 of the Schedule SB, which reflects the actual asset return for the AT&T/WM PBP for 2019. The below chart shows a reconciliation of the carryover balance and prefunding balance for these plans from the amounts shown on the 2019 plan year Schedule SB.

Schedule SB Line		AT&T PBP	AT&T/WM PBP, portion applicable to Warner Media, LLC	AT&T/WM PBP, portion applicable to The CW Network, LLC
(a) Carryover balance				
7 -	Balance at January 1, 2019 (line 13 from 2019 plan year Schedule SB)	$0	$586,862,892	$0
8 -	Portion elected to offset prior year's funding requirement (line 35 from 2019 plan year Schedule SB)	0	10,017,000	0
9 -	Amount remaining	0	576,845,892	0
10 -	Interest on line 9 using actual return[1]	0	118,946,108	0
12 -	Other reductions in balances due to elections or deemed elections	0	0	0
13 -	Balance at January 1, 2020	$0	$695,792,000	$0

[1] Interest reflects the actual return of 20.62% for the AT&T/WM PBP and 17.27% for the AT&T PBP for the 2019 plan year.

EIN 82-2449954/PN 001

AT&T/WarnerMedia Pension Benefit Plan
2020 Schedule SB, Line 7 — Explanation of Discrepancy in Prior Year Funding Standard Carryover Balance or Prefunding Balance

	(b) Prefunding balance	AT&T PBP	AT&T/WM PBP, portion applicable to Warner Media, LLC	AT&T/WM PBP, portion applicable to The CW Network, LLC
7 -	Balance at January 1, 2019 (line 13 from 2019 plan year Schedule SB)	$8,085,535,000	$0	$1,132,080
8 -	Portion elected to offset prior year's funding requirement (line 35 from 2019 plan year Schedule SB)	1,357,385,000	0	0
9 -	Amount remaining	6,728,150,000	0	1,132,080
10 -	Interest on line 9 using actual return[1]	1,161,952,000	0	232,920
11a -	Present value of excess contributions (line 38a from 2019 plan year Schedule SB)	0	0	0
11b -	Interest on excess contributions	0	0	0
11c -	Total available to add to prefunding balance	0	0	0
11d -	Portion elected to be added to prefunding balance	0	0	0
12 -	Other reductions in balances due to elections or deemed elections	0	0	0
13 -	Balance at January 1, 2020	$7,890,102,000	$0	$1,365,000

[1] Interest reflects the actual return of 20.62% for the AT&T/WM PBP and 17.27% for the AT&T PBP for the 2019 plan year.

EIN 82-2449954/PN 001

AT&T/WarnerMedia Pension Benefit Plan
2020 Schedule SB, Line 22 — Description of Weighted Average Retirement Age

Description of Weighted Average Retirement Age Calculation

The rates of retirement at each age depend on the following factors:

- age
- gender
- service
- bargained/nonbargained status

The detailed description of the exact rates that apply at each age for each of the various categories is contained in the attachment to Part V — Statement of Actuarial Assumptions/Methods.

In computing the weighted-average retirement age, the weight applied to each age is (a)/(b), where (a) and (b) are defined as follows:

(a) The number of participants expected to retire at the retirement age to which the weight is being applied. The number of participants expected to retire is estimated by applying the assumed rates of decrement to the current active population.

(b) The total number of participants expected to retire. The number of participants expected to retire is estimated by applying the assumed rates of decrement to the current active population.

EIN 82-2449954/PN 001

AT&T/WarnerMedia Pension Benefit Plan
2020 Schedule SB, Part V — Statement of Plan Provisions

Description of Plan Provisions

The following pages fully describe the plan provisions used to calculate the amounts shown in the Schedule SB.

Summary of Plan Provisions
AT&T/WarnerMedia Pension Benefit Plan

Background

Effective December 31, 2019, the AT&T Pension Benefit Plan merged into the AT&T/WarnerMedia Pension Benefit Plan. The merged plan added an overall Umbrella Document which contains plan-wide rules. After the merger, the AT&T Pension Benefit Plan became a Component Part (AT&T Component Part) under the AT&T/WarnerMedia Pension Benefit Plan. The former Warner Media, LLC Pension Plan also became a Component Part (the WarnerMedia Component Part) under the Plan. All accrued benefits earned under the Component Parts prior to the merger are protected and will be provided under the AT&T/WarnerMedia Pension Benefit Plan following the merger.

Benefits under the Plan are provided through the AT&T Component Part (formerly the AT&T Pension Benefit Plan) or the WarnerMedia Component Part (formerly the Warner Media, LLC Pension Plan), as applicable, or both. Benefits under the Plan are provided through separate programs under each Component Part. A program is a portion of the Plan that provides benefits to a particular group of participants or beneficiaries.

Effective December 31, 2019, the mandatory cash-out limit changed to a plan-wide $5,000. If the present value of all benefits under the plan is less than $5,000, the plan will distribute the benefits to the participant as soon as administratively practicable.

Summary of Plan Provisions
AT&T Component Part of the AT&T/WarnerMedia Pension Benefit Plan

Effective date

The original effective date of the Plan was January 1, 1984 as a successor to the Bell System Management Pension Plan. The Plan was last restated effective December 1, 2016. The provisions reflected in this report were used to value the Plan and may, in some instances, differ from the Plan.

Definitions

Merger

All assets and liabilities for participants of the SBC Pension Plan (SBCPP) were merged into the SBC Pension Benefit Plan (SBCPBP) as of July 1, 1994. As of January 1, 1999, all assets and liabilities for participants of the PTG Cash Balance Pension Plan for Salaried Employees were merged into the SBC Pension Benefit Plan (SBCPBP). As of January 1, 2000, all assets and liabilities for participants of the SNET Management Pension Plan (SNET MPP) were merged into the SBC PBP. As of December 31, 2004, all assets and liabilities for participants of the PTG Pension Plan (PTG PP), SNET Pension Plan (SNET PP), Ameritech Pension Plan (APP), and Ameritech Management Pension Plan (AMPP) were merged into the SBC PBP. The plan was renamed the AT&T Pension Benefit Plan (ATT PBP) after the merger with AT&T Corp. As of December 31, 2006, assets and liabilities for the US domestic participants in the Cingular Wireless Pension Plan and the AT&T Management Pension Plan were merged into the ATT PBP. As of December 31, 2007, all assets and liabilities for participants of the Cingular Wireless Bargained Pension Plan (CWBPP) and the Employee's Pension Plan of Ameritech Publishing Ventures, Inc. (APVI) were merged into the ATT PBP. As of November 1, 2008, all assets and liabilities for participants in the BellSouth Pension Plan and BellSouth Personal Retirement Account Pension plan and assets and liabilities for US domestic plan participants in the AT&T Pension Plan were merged into the ATT PBP. As of November 30, 2016, all assets and liabilities for participants of the DIRECTV Pension Plan (DTVPP) were merged into the ATT PBP. Effective December 31, 2019, the AT&T Pension Benefit Plan merged into the AT&T/WarnerMedia Pension Benefit Plan and became the AT&T Component Part of the Plan.

Plan year

January 1 through December 31.

Contributions

The Company will pay to the Trustee such sums of money as the enrolled actuary shall certify as the amounts necessary to provide the retirement income benefits specified by the Plan and to prevent the Plan from having an accumulated funding deficiency within the meaning of IRC Section 430. The Company may also provide, from time to time, additional sums of money to the Trustee as deemed appropriate.

Employee contributions are neither required nor permitted under the Plan.

Expenses

All expenses incurred in connection with the administration of the Plan and the Trust are paid by the fund to the extent they are not paid by the Company.

Changes as of March 31, 2019

- Participants in the AT&T Legacy Management Program and Nonbargained Program that terminate employment on or after November 1, 2018 and elect an annuity starting date on or after January 1, 2019 but on or before April 1, 2019 shall use the greater of the 2018 and 2019 actuarial equivalent factors.

Changes as of December 31, 2019

- Effective January 1, 2020, IBEW Local 1547 (AT&T Mobility Services LLC – Mobility Blue) participants in the BCB2 will no longer earn additional benefit credits in their cash balance.
- The monthly pension bands will increase 1% on each of 1/1/2020 (for missed 2019 increase), 1/1/2020 (for 2020 increase), 1/1/2021, and 1/1/2022 for the following bargained groups:
    - AT&T Legacy Bargained Program (CWA)
    - Midwest Program (CWA)
- The monthly pension bands will increase 1% on each of 1/1/2020, 1/1/2021, 1/1/2022, 1/1/2023, and 1/1/2024 for the following bargained groups:
    - Southeast Program (CWA)
- The annual cash balance pension band credits will increase 1% on each of 1/1/2020 (for missed 2019 increase), 1/1/2020 (for 2020 increase), 1/1/2021, and 1/1/2022 for the following bargained groups:
    - AT&T Legacy Bargained Program (CWA)
- During the limited-time 2019 lump sum window, participants that terminated employment before December 31, 2018 for Management and December 31, 2014 for Bargained, and who are under age 65 on October 1, 2019, could receive a lump sum of their accrued benefit with an October 1, 2019 benefit commencement date.
- Effective December 31, 2019, the AT&T Pension Benefit Plan merged into the AT&T/WarnerMedia Pension Benefit Plan and became the AT&T Component Part of the Plan.

Summary of Plan Provisions
Nonbargained Program of the AT&T Component Part of the AT&T/WarnerMedia Pension Benefit Plan

Employees eligible for participation

Any nonbargained employee who was regularly employed by a former SBC Communications Inc. Participating Company before January 1, 2007 will become a participant the day after completing one year of Participation Service. Benefits in excess of the IRC Section 415 limits and IRC Section 401(a)(17) limits are provided under the unfunded Pension Benefit Makeup Plan. This program was closed to new hires and rehires hired on or after January 1, 2007.

Definitions

Vesting service

Vesting service is computed on an elapsed time basis. For actives on January 1, 2010, accrued benefits will now be vested after three years.

Pension calculation service

For purposes of determining the participant's Accrued Benefit, Pension Calculation Service shall include employment with a Participating Company and effective January 1, 1994 includes employment with Bell Communications Research, Inc. during a rotational assignment. Under Interchange Agreements, service with certain Interchange Companies is also credited.

Pension eligibility service

For determining eligibility for benefits, Pension Eligibility Service is Pension Calculation Service including employment with any non-participating member of the AT&T controlled group and employment with companies which are subsequently acquired by or merged with any company that is a member of the AT&T controlled group, provided the employee was employed by the acquired or merged company at any time within the 90 days immediately prior to the acquisition and the employee is hired by a member of the AT&T controlled group within 90 days after the date of acquisition or merger. Prior service with PTG, SNET or AIT is included in Pension Eligibility Service.

Pension compensation

The sum of a participant's base wages, group incentive award (i.e. Team Award aka Annual Bonus), Key Contributor Award (fka individual discretionary award), and nondiscretionary incentive compensation (i.e. commissions and "SPA" pay). Pension Compensation also includes any nonqualified deferred compensation or Stock Savings plan deferrals. (Prior to cash balance implementation, nonqualified deferred compensation and Stock Savings plan deferrals were excluded from pension compensation.) Also includes Lump Sum Special Payment effective January 1, 2004. Pension Compensation is limited to the IRC Section 401(a)(17) compensation limits. Payments under the Short Term Incentive Plan paid on or after January 1, 2010 are eligible pay for participants promoted to officer level on or after January 1, 2009.

Adjusted career income (SBC Participants)
Adjusted Career Income is the sum of the following for the averaging period that produces the highest benefit: (1) the product of average annual compensation earned in the averaging period and Pension Calculation Service as of the end of the averaging period and (2) the sum of all Pension

Compensation earned after the end of the averaging period. The most recent averaging period is the five year period beginning on January 1, 1995 and ending on December 31, 1999.

Grandfathered accrued benefit (SBC Participants)
Equal to the greater of the following:

- A monthly benefit of one-twelfth of 1.6% of the Adjusted Career Income, or
- For SBC company employees eligible for the Enhanced Management Pension (EMP), a monthly benefit determined as of December 30, 1991 based on five additional years of age and service and a 5-year averaging period from January 1, 1986 to December 31, 1990.

Grandfathered benefit accruals ceased on May 31, 2002, at which point the Grandfathered Accrued Benefit was frozen. Employees hired after June 1, 1997, are not eligible for the Grandfathered Accrued Benefit.

Updated career average minimum (CAM)
The monthly CAM is equal to one-twelfth of 1.6% of the Adjusted Career Income. The excess of the CAM benefit over the lump sum benefit expressed as an annuity will be paid as an annuity if greater than $400 per month.

For a Participant eligible for a Service Pension, the CAM is reduced for commencement prior to age 55. With less than 30 years of service, the reduction is ½% for each month that the distribution precedes age 55; with 30 or more years of service, the reduction is ¼% for each month prior to age 55. For a Participant not eligible for a Service Pension, the CAM is actuarially reduced for commencement prior to age 65, based on factors contained in the plan document.

Pension Band Minimum (PBM)
Employees eligible for the Pension Benefit Minimum Benefit must be promoted into the Nonbargained Program on or after June 13, 2001 and be a former participant in the Southwest Program, West Program, or Midwest Program participating companies.

The benefit is equal to the greater of the following:

- Benefit calculated as if the participant remained in the Bargained Program using the same Pension Band in effect on the transfer date plus the supplement benefit accrued to the date of transfer, or
- Accrued benefit from Bargained Program as of the transfer date plus 1.2% of Pension Compensation in the Nonbargained Program.

Adjusted monthly compensation (PTG Participants)
The sum of a Participant's monthly base salary before IRC Section 401(k) deferrals and bonuses paid under the Short Term Incentive Plan (STIP). The Adjusted Monthly Compensation for each year is limited by law to the IRC Section 401(a)(17) compensation limit.

Adjusted average annual compensation (PTG Participants)
The average of Adjusted Monthly Compensation for the sixty-month period ending June 30, 1996. Adjusted Average Annual Compensation is limited by law to the IRC Section 401(a)(17) compensation.

Cash balance account
As of June 1, 1997 for SBC participants, July 1, 1996 for PTG participants and January 1, 1996 for SNET participants the Cash Balance Account is set equal to the account opening balance of the respective predecessor plans. As of January 14, 2005, all future accruals for nonbargained participants are eliminated. The Cash Balance Account earns interest credits, pay credits and transition credits (if applicable) as follows:

- **Interest credits**
  Interest is credited to the Cash Balance Account monthly, and the effective annual rate is based on the average 30-year Treasury bond yield for the middle month of the prior quarter.
- **Pay credits**
  Pay credits equal to 5% of a participant's Pension Compensation are credited monthly to the Cash Balance Account. As of January 14, 2005, pay credits are eliminated.
- **Transition credits (SBC participants)**
  The transition account (if any) is credited to the Cash Balance Account on a monthly basis. The amount of the monthly credit is equal to the remaining value of the Transition Benefit Account divided by the number of months remaining in the transition period. The transition period ended on June 1, 2002.

Special ATB account balance (PTG Participants)
The Special ATB Account Balance is equal to the Special ATB Opening Balance with interest until December 31, 2001 at which time it was frozen. Interest is credited to the Special ATB Opening Balance monthly, based on the average 30-year Treasury bond yield for the middle month of the prior quarter. The Special ATB Opening Balance is equal to the lump sum value of the Accelerated Transition Benefit with reductions as of January 1, 1999. The Accelerated Transition Benefit is converted to a lump sum based on GATT mortality (IRS Applicable Mortality Table pursuant to IRS RR2001-62) and an interest rate equal to the average 30-year Treasury bond yield for November 1998.

Additional cash balance credits for promotions
For all participants hired prior to January 1, 1997 and promoted on or after April 1, 1997, Additional Cash Balance Credits equal to a percentage of a participant's Pension Compensation based on pension eligibility service are credited to the Cash Balance Account. The contribution is credited to the participant's account 50% on the latter of January 1, 1999 or date of promotion and the remaining 50% on the one-year anniversary of the date of promotion. As of January 14, 2005, Additional Cash Balance Credits are eliminated.

Basic account opening balance (SBC participants)
Equal to the product of the following (1) 1.6% times Pension Calculation Service as of May 31, 1997 times 1996 Cash Balance Conversion Pay and (2) an age 65 deferred lump sum factor computed using 6.69% interest and the GAM83 (50/50) mortality table (the GATT mortality table as of June 1, 1997).

Transition benefit account (SBC Participants)
The initial value of the Transition Benefit Account is equal to the excess (if any) of the Cash Balance Conversion Pay times an enhanced opening balance factor (described below) over the Basic Account Opening Balance. Cash Balance Conversion Pay is 1996 Pension Compensation modified to include.

Basic Rate of Pay amounts deferred as a result of participation in nonqualified deferred compensation plans and to credit full-time Basic Rate of Pay for part-time service. The enhanced opening balance factor is equal to the sum of the following:

- A factor representing the hypothetical account balance the employee would have accumulated since date of hire based on the following assumptions: 5% of pay credits, 8% interest credits and a 4% salary increase assumption.
- A transition factor based on points (i.e., age + service) at June 1, 1997. The factor is .01 for each point in excess of 25, plus an additional .02 for each point in excess of 40, plus an additional .02 for each point in excess of 50. The maximum transition factor is 1.25.

Each month, the Transition Benefit Account is credited with interest and is decreased by the amount of transition credit transferred to the Cash Balance Account.

Opening account balance (PTG participants)
The percentage factor from the Accumulation Table in Appendix A of the Plan based on service as of June 30, 1996 multiplied by a Participant's Adjusted Monthly Compensation for the 12 month period ending June 30, 1996.

Accelerated transition benefit (PTG participants)

- **Eligibility**
  A Participant who was employed on March 22, 1996.
- **Benefit**
  A monthly pension equal to 2% of the sum of the Participant's Adjusted Average Annual Compensation determined as of June 30, 1996 multiplied by Years of Credited Service as of June 30, 1996.
- **Reductions**
  The Accelerated Transition Benefit (ATB) is reduced for a Participant who is neither age 55 with 20 years of Pension Eligibility Service nor age 65 with 5 years of Pension Eligibility Service at Termination of Employment. The reduction for early commencement is 2% per year from Termination of Employment to age 50, 4% per year from age 50 to age 45 and 8% per year prior to age 45.

- **Special pension account (SPA)**
  Effective December 31, 1999, a special pension account (SPA) was created for all SBC participants eligible to retire. The SPA was set equal to the lump sum value of the participant's December 31, 1999 retirement benefit assuming they retire on that date. Most participants accrued the SPA with interest to December 31, 2000.
- **Enhanced pension benefit (former SNET participants)**
  A minimum lump sum benefit provided to employees who were participants in the SNET Pension Plan on July 1, 1995 equal to the sum of the following: (1) annualized core pension benefit as of July 1, 1995 increased by 10%, reduced for commencement prior to age 55, times an immediate lump sum factor, and (2) the cash balance account with interest credits under plan provisions as of July 1, 1995, increased by 10%.

Pension compensation (former AIT participants)
The sum of a Participant's base wages, shift differentials, lump sum merit wage payments, Management Team Incentive Compensation incentive awards, and sales commissions determined without regard to any deferrals made. Pension Compensation is limited to the IRC Section 401(a)(17) compensation limit ($230,000 in 2008), subject to annual increases and in accordance with EGTRRA provisions.

Final average compensation (former AIT participants)
Highest consecutive 36 months of Pension Compensation earned during the most recent 60 months, divided by three. For purposes of calculating the Transition Benefit, the Final Average Compensation is equal to the highest consecutive 60 months of Pension Compensation earned during the most recent 120 months, divided by five.

Excess final average compensation (former AIT participants)
Portion of the Final Average Compensation that exceeds the average of the Social Security wage bases during the last five completed calendar years of Service.

Special pension account (former AIT participants)
Effective December 31, 1999, a special pension account (SPA) was created for all participants eligible to retire. The SPA was set equal to the lump sum value of the participant's December 31, 1999 retirement benefit assuming they retire on that date. Most participants accrued the SPA with interest to December 31, 2000 as of January 1, 2001. Interest was credited during 2000 based on the plan's lump sum conversion rate. Effective January 1, 2001, AMPP participants accrued the SPA with interest to December 31, 2001 based on the plan's lump sum conversion rate. As of December 31, 2001, the SPA lump sum was frozen.

Aggregate lump sum percentage (former AIT participants)
Equal to the sum, for each month, of the product of the following:

- the monthly Benefit Service Fraction,
- 1/12, and
- the Applicable Service Percentage.

Benefit service fraction (former AIT participants)
Equal to the total monthly hours of service, divided by 170.

Applicable service percentage (former AIT participants)
The following table presents the Applicable Service Percentage used in the calculation of the Defined Lump Sum.

Ages at which benefit service is earned	Applicable percentage
Under 30	6%
30 to 34	7%
35 to 39	8%
40 to 44	10%
45 to 49	12%
50 to 54	15%
55 and Over	20%

Defined lump sum account (former AIT participants)
Final Average Compensation multiplied by the Aggregate Lump Sum Percentage. As of January 14, 2005, all future accruals are eliminated. The Defined Lump Sum Account will receive interest credits monthly, based on the average 30-year Treasury bond yield for the middle month of the prior quarter.

Transition benefit (former AIT participants)
Available to Participants who were within 5 years of Service Pension Eligibility on May 1, 1995. Single life annuity calculated as the sum of the following, multiplied by years of Service:

- 1.4% of the Final Average Compensation, and
- 0.1% of the Excess Final Average Compensation.

Service pension eligibility (for transition benefit and SPA only): Termination of employment after attaining age 65 with 10 years of Service, age 55 with 20 years of Service, age 50 with 25 years of Service or 30 years of Service.

Service pension

Eligibility
Termination of employment after attaining age 65 with 10 years of Pension Eligibility Service, age 55 with 20 years of Pension Eligibility Service, age 50 with 25 years of Pension Eligibility Service or 30 years of Pension Eligibility Service.

Lump sum benefit
A lump sum benefit is available equal to the greater of the following, as applicable:

- the Cash Balance Account.
- the Defined Lump Sum Account.
- the Grandfathered Accrued Benefit or the AIT Transition Benefit, reduced for distribution prior to age 55, times an immediate lump sum factor. For a participant with less than 30 years of service, the reduction for distribution prior to age 55 is ½% for each month which distribution precedes age 55; with 30 or more years of service, the reduction is ¼% for each month prior to age 55.
- the SPA.
- the ATB, times an immediate lump sum factor.
- the Special ATB.
- the Enhanced Pension Benefit.

Annuity benefit
The excess of the greater of the CAM benefit or PBM benefit, over the lump sum benefit expressed as an annuity will be paid as an annuity if it is greater than $400 per month. If the excess is less than $400 per month, then the greater of the CAM benefit or PBM benefit, is available as a lump sum.

A participant may receive an immediate monthly pension, payable for life, equal to the greater of the Grandfathered Accrued Benefit or the AIT Transition Benefit, reduced for commencement prior to age 55, the SPA, the ATB, the Special ATB, the Cash Balance Account, and the Defined Lump Sum Account converted to an annuity.

Date payments begin

If a monthly pension is elected, the benefit commences on the first day of the month following the date of retirement, or a later date elected by the participant, not later than age 65. If a lump sum benefit is elected, payment is made upon retirement, or a later date elected by the participant, not later than age 65.

Disability pension

Eligibility

A Disability Pension is no longer offered effective June 1, 1997. An employee who terminates due to disability will be paid either a Service Pension or a Deferred Vested Pension, depending on which benefit the employee is eligible for upon disability**.**

Deferred vested pension

Eligibility

Effective January 1, 2010, a Deferred Vested Pension is payable upon termination of employment after completing at least 3 years of Vesting Service and before reaching Service Pension Eligibility. All SBC non-bargained employees hired prior to April 1, 1997 are considered fully vested. All PTG nonbargained employees hired prior to January 1, 1999 are considered fully vested. All SNET participants hired prior to January 1, 2000 are considered fully vested. All Ameritech non-bargained employees hired prior to January 15, 2005 and those rehired after January 15, 2005 without five one year breaks in service are considered fully vested. Notwithstanding the preceding, all participants are fully vested as of the date of a qualified IRC Section 420 transfer.

Lump sum benefit

A lump sum benefit is available equal to the greater of the following, as applicable:

- the Cash Balance Account.
- the Defined Lump Sum Account.
- the Grandfathered Accrued Benefit or the AIT Transition Benefit times a deferred to age 65 lump sum factor.
- the ATB, times an immediate lump sum factor.
- the Special ATB.
- the Enhanced Pension Benefit.

Annuity benefit

The excess of the greater of the CAM benefit or PBM benefit, over the lump sum benefit expressed as an annuity will be paid as an annuity if it is greater than $400 per month. If the excess is less than $400 per month, then the greater of the CAM benefit or PBM benefit, is available as a lump sum.

A participant may receive an immediate monthly pension, payable for life, equal to the greater of the Grandfathered Accrued Benefit or the AIT Transition Benefit, actuarially reduced for commencement prior to age 65, the ATB, the Special ATB, the Cash Balance Account, and the Defined Lump Sum Account converted to an annuity.

Date payments begin

If a monthly pension is elected, the benefit commences on the first day of the month following the date of termination, or a later date elected by the participant, not later than age 65. If a lump sum benefit is elected, payment is made upon termination, or a later date elected by the participant, not later than age 65. However, for PTG participants, if the ATB is the greater benefit, a lump sum election must be made within 90 days of termination.

Surviving spouse's benefit

Eligibility

Surviving spouse of an active vested or deferred vested participant in the event of the participant's death.

Lump sum benefit

The eligible spouse of an active participant who dies prior to Normal Retirement Age and before benefit payments commence is entitled to one of the following benefits:

A vested participant with less than 15 years of pension eligibility service and not eligible for a service person

A lump sum benefit equal to the greater of the following, as applicable:

- the Cash Balance Account or the Defined Lump Sum Account.
- the lump sum value of 45% of the Grandfathered Accrued Benefit or the AIT Transition Benefit, assuming commencement would have occurred on the date the participant would have reached eligibility for a Service Pension.
- 45% of the Special ATB.
- the lump sum value of 45% of the ATB, assuming commencement would have occurred on the date of the participant's death.

With 15 years of pension eligibility service and eligible for a service person

A lump sum benefit equal to the greater of the following, as applicable:

- the Cash Balance Account or the Defined Lump Sum Account.
- 45% of the Special ATB.
- the lump sum value of 45% of the Grandfathered Accrued Benefit, the AIT Transition Benefit or ATB, assuming commencement would have occurred on the first date of the month following the participant's date of death (without reductions for early commencement).
- 45% of the SPA.

Annuity benefit
An eligible spouse may receive a monthly pension equal to the greater of 1) the Cash Balance Account, the Defined Lump Sum Account, 45% of the Special ATB, or 45% of the SPA, converted to a monthly annuity, or 2) 45% of the Grandfathered Accrued Benefit, the AIT Transition Benefit, or ATB commencing as described above.

CAM or PBM benefit
As an additional annuity benefit, 45% of the excess of the greater of the CAM benefit or PBM benefit, over the lump sum benefit expressed as an annuity will be paid as an annuity. Surviving spouses of participants that die on or after May 25, 2018 that elect to receive their benefit beginning on or after June 1, 2018 are eligible to receive a full lump sum payment.

Death benefit if no surviving spouse

Eligibility
Death of an active vested or deferred vested participant that does not have a surviving spouse.

Lump sum benefit
A lump sum actuarially equivalent to the Surviving Spouse Benefit, based on the employee's date of birth.

Lump sum death benefit

A frozen lump sum death benefit is payable to an "Eligible Beneficiary" (spouse, dependent child, dependent parent, or registered domestic partner) upon the death of certain eligible active employees who die due to sickness or non-job-related injury, or upon the death of certain Disability or Service Pensioners. In some cases, this lump sum death benefit will be eliminated. Effective December 31, 2012, retiree death benefits will not be paid from the pension trust. The eligible groups and benefits are as follows.

For participants of the ATTPBP on January 1, 1990
Lump sum benefit equal to the wages earned in the 12 month period ending on December 31, 1989, or date of termination if earlier. This benefit expired on June 1, 2002 if the participant was active as of June 1, 1997.

For participants of the PTG Cash balance pension plan on January 1, 1998
Lump sum benefit equal to the wages earned in the 12 month period ending on December 31, 1997, or date of termination if earlier. This benefit expired on June 1, 2002 if the participant was active as of December 31, 1997.

For participants of the SNET MPP on September 17, 1989 that do not elect to receive any portion of their benefit as a lump sum
Lump sum benefit equal to the Basic Rate of Pay as of the earlier of January 1, 1992 or the date of termination. This benefit expires on December 31, 2004 if the participant was active as of December 31, 1999.

For participants of the Ameritech Management pension plan who retired or became disabled prior to May 1, 1995
Lump Sum Death Benefit equal to the wages earned in the 12 month period ending on the date of termination.

Forms of payment

The normal form of payment for a Participant who is married at the benefit commencement date is a reduced qualified joint and survivor annuity equal to 90% of the Accrued Benefit, with 45% of the Accrued Benefit continuing to the surviving spouse upon the earlier death of the Participant. If the spouse predeceases the participant that retired from the plan, the 10% reduction factor is removed for future payments. The normal form with respect to all other participants is a single life annuity. Cash Balance Accounts, Defined Lump Sum Accounts, the Special ATB, or the SPA will be converted to an annuity based on GATT mortality (IRS Applicable Mortality Table pursuant to IRS RR2001-62) and the average 30-year Treasury bond yield for the middle month of the quarter preceding commencement. Effective January 1, 2012, the applicable mortality table used for conversion will be the 417(e)(3) PPA mortality. The applicable interest rate used for conversion will be the 417(e)(3) PPA Interest Rate phased-in at 25% per year over four years beginning January 1, 2012. The applicable interest rate lookback month will be the middle month of the quarter preceding distribution.

In lieu of the normal form of retirement benefit, a married Participant may elect, with the proper spousal consent, to waive the qualified joint and survivor annuity and to receive an actuarial equivalent retirement benefit in the form of single life annuity, a 75% joint and survivor annuity, or a 100% joint and survivor annuity. J&S options are with pop-up if service pension eligible.

A Participant may also elect to receive a lump sum. Grandfathered Accrued Benefits, the AIT Transition Benefit, or the ATB will be converted to lump sums based on GATT mortality and an interest rate equal to the average 30-year Treasury bond yield for the middle month of the quarter preceding distribution. Effective January 1, 2012, the applicable mortality table used for conversion will be the 417(e)(3) PPA mortality. The applicable interest rate used for conversion will be the 417(e)(3) PPA Interest Rate phased-in at 25% per year over four years beginning January 1, 2012. The applicable interest rate lookback month will be the middle month of the quarter preceding distribution.

For determining the minimum lump sum under 417(e)(3), the interest rate lookback month will be November of the year preceding distribution.

A Lump Sum Offer (LSO) was provided to participants meeting the Modified Rule of 75 as of December 30, 2013, provided they terminate employment by December 30, 2013 unless they are metered. The amount of the LSO lump sum was based on the full accrued benefit and calculated using an August 2012 lookback month for the lump sum conversion basis, if greater than the plan actuarial equivalence.

An Enhanced Pension Offer (EPO) was provided to participants who are Management Employees as of December 10, 2014, as long as they do not become a Bargaining Unit Employee prior to termination and meet the Modified Rule of 75 as of March 31, 2015. Participants who elect the EPO must terminate employment by March 31, 2015 and elect an Annuity Starting Date of April 1, 2015, unless they are metered. The amount of the EPO benefit is their normal pension benefit under the Plan, increased by 10%. In addition, a full lump sum option was added for anyone who elected the EPO.

Participants terminating on or after May 25, 2018 that elect to receive their benefit beginning on or after June 1, 2018 are eligible to receive a full lump sum payment. The amount of the lump sum is the actuarial equivalent of the CAM formula or the Pension Band Minimum Formula, or any other winning Alternate Formula payable under the program.

For participants that terminate employment on or after November 1, 2018 and elect an annuity starting date on or after January 1, 2019 but on or before April 1, 2019, the greater of the 2018 and 2019 actuarial equivalent factors shall be used to calculate the lump sum amount.

Benefits not valued

No benefits are excluded that would materially affect the liabilities.

Summary of Plan Provisions
Southwest Program of the of the AT&T Component Part of the AT&T/WarnerMedia Pension Benefit Plan

Employees eligible for participation

Any bargained employee who is regularly employed by a Southwestern Bell region Participating Company will become a participant on the day after completing one year of Participation Service. Effective April 1, 2010 this program was closed to new hires and rehires in the CWA District 6 (Southwest Core) contracts hired on or after August 9, 2009. Effective June 1, 2011 this program was closed to new hires and rehires in the CWA Southwestern Bell Yellow Pages contract hired on or after June 1, 2011.

Definitions

Vesting service

Vesting Service is calculated on an elapsed time basis. For actives on January 1, 2010 of Southwest Core, and AT&T Operations – CWA District 6, accrued benefits will now be vested after three years. For actives on June 1, 2011 of Southwestern Bell Yellow Pages – CWA, accrued benefits will now be vested after three years. For all other participants, effective January 1, 2010, if any part of the accrued benefit is determined as a Cash Balance Account or DLS Account then the participant is vested after 3 years.

Pension calculation service

For purposes of determining the participant's Accrued Benefit, Pension Calculation Service shall include employment with a Participating Company. Under Interchange Agreements, service with certain Interchange Companies is also credited.

Pension eligibility service

For determining eligibility for benefits, Pension Eligibility Service is Pension Calculation Service including employment with any non-participating member of the AT&T controlled group. Prior service with PTG, SNET or AIT is included in Pension Eligibility Service.

Supplemental pay

The sum of a Participant's in charge allowances, extra payments for temporary promotions, shift differentials and job differentials, including bonus payments of $250 in 2006, $375 in 2007, and $375 in 2008. Effective June 1, 2010 and November 1, 2010 respectively, target incentive compensation and success sharing plan payments that are not contributed to an HRA are also eligible compensation.

Special pension account (SPA)

Effective December 31, 1999, a special pension account (SPA) was created for all participants eligible to retire. The SPA was set equal to the lump sum value of the participant's December 31, 1999 retirement benefit assuming they retire on that date. Most participants accrued the SPA with interest to December 31, 2000 as of January 1, 2001. Interest was credited during 2000 based on the plan's lump sum conversion rate. Effective December 31, 2000, the SPA was set equal to the greater of the participant's SPA balance at December 31, 2000 and the lump sum value of the participant's December 31, 2000 retirement benefit assuming they retire on that date. During 2001, bargained participants accrued the SPA with interest to December 31, 2001 based on the plan's lump sum conversion rate. As of December 31, 2001, the SPA lump sum balance is frozen.

Service pension

Eligibility

Termination of employment after attaining age 65 with 10 years of Pension Eligibility Service, age 55 with 20 years of Pension Eligibility Service, age 50 with 25 years of Pension Eligibility Service or 30 years of Pension Eligibility Service.

Accrued benefit

A monthly benefit equal to the greater of the SPA, converted to an annuity, and the sum of the following:

- the Pension Band Amount shown in the tables for the pension band which applies to the participant's job title times Pension Calculation Service.
- the Supplemental Monthly Pension.

Supplemental monthly pension

The product of .001 times Supplemental Pay during the last 36 months of employment divided by 36, times Pension Calculation Service.

Reduction

After meeting eligibility for a Service Pension, a participant receives an immediate monthly pension, payable for life, equal to the Accrued Benefit, reduced for commencement prior to age 55. The reduction is ½% for each month prior to age 55 with less than 30 years of service and is unreduced with 30 or more years of service.

Lump sum benefit

A lump sum benefit is available equal to the Accrued Benefit, converted to a lump sum.

Date payments begin

The monthly pension commences on the first day of the month coinciding with or next following the date of retirement, subject to the provisions of IRC Section 411(a)(11) and notice and election requirements under IRC Section 417.

Disability pension

Eligibility

An employee who has at least 15 years of Pension Eligibility Service and who becomes totally disabled prior to age 65.

Benefit

The participant receives an immediate monthly pension, payable for life, equal to the Accrued Benefit based on service and compensation as of the date of termination, without reduction for commencement prior to age 65.

Date payments begin

Benefits begin immediately following termination of employment due to total disability. If disability occurs after attaining service pension eligibility, the benefit is paid from the qualified trust. If disability occurs prior to attaining service pension eligibility, the benefit is paid from company operating funds until the participant turns age 65, at which time the benefit is converted to a service pension and paid from the qualified trust.

Deferred vested pension

Eligibility

Termination of employment after completing at least 3 years of Vesting Service, and before reaching eligibility for Service Pension. Notwithstanding the preceding, all participants are fully vested as of the date of a qualified IRC Section 420 transfer.

Benefit

The monthly benefit, payable as a straight life annuity starting on the participant's Normal Retirement Age (the later of age 65 or the third anniversary of plan participation), equals the participant's Accrued Benefit on the date of termination. The benefit is actuarially reduced if commenced prior to Normal Retirement Age.

Date payments begin

A participant who terminates employment with three or more years of Vesting Service receives a Deferred Vested Pension commencing at Normal Retirement Age or at termination of service, if later. If the participant has sufficient service for early retirement eligibility, the Deferred Vested Pension may commence early when the participant later meets the age requirements. The amount payable upon early retirement is equal to the Accrued Benefit, actuarially reduced based on commencement prior to age 65. A table of actuarial reduction factors is in the plan document.

Surviving spouse's benefit

Eligibility

Surviving spouse of an active vested or deferred vested participant in the event of the participant's death.

Benefit

The eligible spouse of an active participant who dies prior to Normal Retirement Age and before benefit payments commence is entitled to one of the following benefits:

- If a vested participant dies with less than 15 years of Pension Eligibility Service, and is not eligible for a Service Pension, the eligible spouse receives a deferred monthly survivor benefit for life beginning on the date the participant would have reached earliest eligibility to commence a Deferred Vested Pension. The benefit is computed as though the participant had left service on the date of death, survived until the earliest eligibility to commence a Deferred Vested Pension, retired at that time with the qualified survivor annuity option, and died the next day. In lieu of the monthly survivor benefit, a surviving spouse of a Participant employed by Southwest Core, or Southwestern Bell Yellow Pages may elect to receive a lump sum equivalent to the deferred monthly survivor benefit.
- If the participant dies eligible for a Service Pension or with 15 years of Pension Eligibility Service, a surviving spouse receives a monthly survivor pension payable for life equal to 45% of the Accrued Benefit. The spouse's benefit will commence on the first day of the month following the participant's date of death. In lieu of the monthly survivor benefit, a surviving spouse of a Participant employed by Southwest Core or Southwestern Bell Yellow Pages may elect to receive a lump sum equivalent to the monthly survivor benefit.

The surviving spouse of a participant who was receiving a nonqualified disability benefit and who dies before age 65 will receive a survivor annuity beginning at the time the participant would have attained earliest retirement age, unless the spouse elects to delay payments until the time the participant would have attained age 65. For vested participants not satisfying the Modified Rule of 75 who die on or after April 1, 2011, a Pre-Retirement Survivor Annuity may be paid immediately.

Death benefit if no surviving spouse

Eligibility

Death of an active vested or deferred vested participant employed by SWBT, SYP, SMSG, SOPS, SASI, STCOM, or SS that does not have a surviving spouse.

Lump sum benefit

A lump sum actuarially equivalent to the surviving spouse benefit based on the employee's date of birth.

Lump sum death benefit

For participants hired prior to January 1, 1990, the Plan provides a Lump Sum Death Benefit equal to the wages earned in the 12 month period ending on December 31, 1989, or date of termination if earlier. This benefit is paid if an eligible active employee dies due to sickness or non-job-related injury and is survived by an "Eligible Beneficiary" (spouse, dependent child, dependent parent, or registered domestic partner). The benefit is also paid if an eligible Disability or Service Pensioner dies and is survived by an Eligible Beneficiary. Effective December 31, 2012, retiree death benefits will not be paid from the pension trust for participants terminated prior to January 1, 2009. Effective December 31, 2016, retiree death benefits will not be paid from the pension trust for participants terminated prior to January 1, 2013.

Forms of payment

The normal form of payment for a participant who is married at the benefit commencement date is a reduced qualified joint and survivor annuity equal to 90% of the Accrued Benefit, with 45% of the accrued benefit continuing to the surviving spouse upon the earlier death of the participant. If the spouse predeceases the participant that retired from the plan, the 10% reduction factor is removed for the future payments. The normal form with respect to all other participants is a single life annuity.

In lieu of the normal form of retirement benefit, a married participant may elect, with the proper spousal consent, to waive the qualified joint and survivor annuity and to receive an actuarial equivalent retirement benefit in the form of a single life annuity, a 75% joint and survivor annuity or a 100% joint and survivor annuity. J&S options are with pop-up if service pension eligible.

For the Southwest Core bargaining group and former Southwestern Bell Yellow Pages, a lump sum benefit option is available for those service pension eligible effective January 1, 2010. Accrued benefits will be converted to lump sums based on GATT mortality (IRS Applicable Mortality Table pursuant to IRS RR2001-62) and an interest rate equal to the average 30-year Treasury bond yield for the November of the prior year. Effective January 1, 2012, the applicable mortality table used for conversion will be the 417(e)(3) PPA mortality. The applicable interest rate used for conversion will be the 417(e)(3) PPA Interest Rate phased-in at 25% per year over four years beginning January 1, 2012. The applicable interest rate lookback month will be the November of the prior year. For certain contracts, including the core contract, conversion based on the prior lump basis will be available for retirement eligible employees with payment commencing prior to March 31, 2012.

For determining the minimum lump sum under 417(e)(3), the interest rate lookback month will be November of the year preceding distribution.

Benefits not valued

No benefits are excluded that would materially affect the liabilities

Pension band amounts

The tables on the following pages present Pension Band Amounts for various band numbers, dates of termination and ages of termination.

Monthly pension band amounts
Southwest Program
(bands 94 to 135)

Pension Band	Terminations				Pension Band	Terminations			
	On or after 1/1/2018 and before 1/1/2019	On or after 1/1/2019 and before 1/1/2020	On or after 1/1/2020 and before 1/1/2021	On or after 1/1/2021		On or after 1/1/2018 and before 1/1/2019	On or after 1/1/2019 and before 1/1/2020	On or after 1/1/2020 and before 1/1/2021	On or after 1/1/2021
94	$27.27	$27.54	$27.82	$28.10	115	$61.45	$62.06	$62.68	$63.31
95	28.91	29.20	29.49	29.78	116	63.11	63.74	64.38	65.02
96	30.53	30.84	31.15	31.46	117	64.71	65.36	66.01	66.67
97	32.14	32.46	32.78	33.11	118	66.38	67.04	67.71	68.39
98	33.76	34.10	34.44	34.78	119	67.99	68.67	69.36	70.05
99	35.38	35.73	36.09	36.45	120	69.64	70.34	71.04	71.75
100	37.02	37.39	37.76	38.14	121	71.26	71.97	72.69	73.42
101	38.64	39.03	39.42	39.81	122	72.91	73.64	74.38	75.12
102	40.26	40.66	41.07	41.48	123	74.52	75.27	76.02	76.78
103	41.94	42.36	42.78	43.21	124	76.16	76.92	77.69	78.47
104	43.56	44.00	44.44	44.88	125	77.80	78.58	79.37	80.16
105	45.16	45.61	46.07	46.53	126	79.40	80.19	80.99	81.80
106	46.77	47.24	47.71	48.19	127	81.06	81.87	82.69	83.52
107	48.46	48.94	49.43	49.92	128	82.67	83.50	84.34	85.18
108	50.11	50.61	51.12	51.63	129	84.32	85.16	86.01	86.87
109	51.73	52.25	52.77	53.30	130	85.91	86.77	87.64	88.52
110	53.34	53.87	54.41	54.95	131	87.60	88.48	89.36	90.25
111	54.98	55.53	56.09	56.65	132	89.19	90.08	90.98	91.89
112	56.55	57.12	57.69	58.27	133	90.80	91.71	92.63	93.56
113	58.27	58.85	59.44	60.03	134	92.48	93.40	94.33	95.27
114	59.86	60.46	61.06	61.67	135	94.07	95.01	95.96	96.92

Summary of Plan Provisions
West Program of the AT&T Component Part of the AT&T/WarnerMedia Pension Benefit Plan

Employees eligible for participation

Any bargained employee who is regularly employed by a Pacific Telesis region Participating Company will become a Participant on the day after completing one year of Participation Service. Effective January 1, 2009 this program was closed to new hires and rehires in the IBEW Local 2139 (Pacific Bell Directory South) contract. Effective January 1, 2010 this program was closed to new hires and rehires in the West Core CWA, and IBEW Local 1269 (Pacific Bell Telephone Company) contracts hired on or after August 9, 2009. Effective June 1, 2011 this program was closed to new hires and rehires in the IBEW Local 1269 (Pacific Bell Directory North) contract hired after January 1, 2011.

Definitions

Vesting service

Vesting Service is calculated on an elapsed time basis. Effective January 1, 2010, for active employees if any part of the accrued benefit is determined as a Cash Balance Account or DLS Account then the participant is vested after 3 years.

Pension calculation service

For purposes of determining the Participant's Accrued Benefit, Pension Calculation Service shall include employment with a Participating Company. Under Interchange Agreements, service with certain Interchange Companies is also credited. However, Pension Calculation Service shall not include any period of employment for which benefits accrue under the PTG Cash Balance Pension Plan for Salaried Employees or a similar plan.

Pension eligibility service

For determining eligibility for benefits, Pension Eligibility Service is Pension Calculation Service including employment with any non-participating member of the AT&T controlled group. Prior service with SBC, SNET or AIT is included in Pension Eligibility Service.

Average annual differentials

The sum of a Participant's in charge allowances, extra payments for temporary promotions, shift differentials and job differentials averaged over the most recent 36-month period, including bonus payments of $250 in 2006, $375 in 2007, $375 in 2008, and 2.5% of pay in 2008, 3.0% of pay in 2009, and 3.0% of pay plus $250 in 2010 for PacBell Directory South employees effective September 1, 2008. Effective June 1, 2010 and November 1, 2010 respectively, target incentive compensation and success sharing plan payments that are not contributed to an HRA are also eligible compensation.

Special pension account (SPA)
Effective December 31, 1999, a special pension account (SPA) was created for all participants eligible to retire. The SPA was set equal to the lump sum value of the participant's December 31, 1999 retirement benefit assuming they retire on that date. Most participants accrued the SPA with interest to December 31, 2000 as of January 1, 2001. Interest was credited during 2000 based on the plan's lump sum conversion rate. Effective December 31, 2000, the SPA was set equal to the greater of the participant's SPA balance at December 31, 2000 and the lump sum value of the participant's December 31, 2000 retirement benefit assuming they retire on that date. During 2001, bargained participants accrued the SPA with interest to December 31, 2001. Interest was credited during 2001 based on the plan's lump sum conversion rate. As of December 31, 2001, the SPA lump sum was frozen.

Early retirement benefit (ERB)
Additional early retirement supplements offered from time to time to eligible Participants who voluntarily retire during a specified window of time. The benefits typically include an additional four years of age and four years of service used in determination of the Service Pension, plus an additional temporary annuity equal to 10% to 30% of pay until age 62. This benefit is not valued until elected for ASC 715-30 (FAS 87), ASC 960 (FAS 35) and contribution purposes.

Service pension

Eligibility
Termination of employment after attaining age 65 with 10 years of Pension Eligibility Service, age 55 with 20 years of Pension Eligibility Service, age 50 with 25 years of Pension Eligibility Service or 30 years of Pension Eligibility Service.

Accrued benefit
A monthly benefit equal to the greater of the SPA (if eligible), converted to an annuity, and the sum of the following:

- the Pension Band Amount shown in the tables for the pension band which applies to the Participant's job title times Pension Calculation Service.
- the Supplemental Monthly Pension.

Supplemental monthly pension
The product of .001 times Average Annual Differentials during the last 36 months of employment divided by 36, times Pension Calculation Service.

Reduction
After meeting eligibility for a Service Pension, a Participant receives an immediate monthly pension, payable for life, equal to the Accrued Benefit, reduced for commencement prior to age 55. The reduction is ½% for each month prior to age 55 with less than 30 years of service and is unreduced with 30 or more years of service.

Lump sum benefit

A lump sum benefit is available equal to the Accrued Benefit, converted to a lump sum.

Date payments begin

The monthly pension shall commence on the day following a Participant's retirement.

Disability pension

Eligibility

An employee who has at least 15 years of Pension Eligibility Service who becomes totally disabled prior to age 65.

Benefit

The Participant receives an immediate monthly pension, payable for life, equal to the Accrued Benefit based on service and compensation as of the date of termination, without reduction for commencement prior to age 65.

Date payments begin

Benefits begin immediately following termination of employment due to total disability. If disability occurs after attaining service pension eligibility, the benefit is paid from the qualified trust. If disability occurs prior to attaining service pension eligibility, the benefit is paid from company operating funds until the Participant turns age 65, at which time the benefit is converted to a service pension and paid from the qualified trust.

Deferred vested pension

Eligibility

Termination of employment after completing at least 5 years of Vesting Service, and before reaching eligibility for Service Pension. However, effective January 1, 2010, if any part of the accrued benefit is determined as a Cash Balance Account or DLS Account then the Participant is eligible after 3 years of Vesting Service.

Benefit

The monthly benefit, payable as a straight life annuity starting on the Participant's Normal Retirement Age (the later of age 65 or the fifth anniversary of plan participation), equals the Participant's Accrued Benefit on the date of termination. The benefit is actuarially reduced if commenced prior to Normal Retirement Age.

Date payments begin

A Participant who terminates employment eligible for a Deferred Vested Pension receives a benefit commencing at Normal Retirement Age or at termination of service, if later. If the Participant has sufficient service for early retirement eligibility, the Deferred Vested Pension may commence early when the Participant later meets the age requirements.

Surviving spouse's benefit

Eligibility

Surviving spouse of an active vested or deferred vested Participant in the event of the Participant's death.

Benefit

The eligible spouse of an active Participant who dies prior to Normal Retirement Age and before benefit payments commence is entitled to one of the following benefits:

- If the Participant dies with 3 or more years of Vesting Service, has less than 15 years of Pension Eligibility Service, and is not eligible for a Service Pension, the eligible spouse receives a deferred monthly survivor benefit for life beginning on the date the Participant would have reached earliest eligibility to commence a Deferred Vested Pension. The benefit is computed as though the Participant had left service on the date of death, survived until the earliest eligibility to commence a Deferred Vested Pension, retired at that time with the qualified survivor annuity option, and died the next day.
- If the Participant dies eligible for a Service Pension or with 15 years of Pension Eligibility Service, a surviving spouse receives a monthly survivor pension payable for life equal to 45% of the Accrued Benefit. The spouse's benefit will commence on the first day following the Participant's date of death.

Death benefit if no surviving spouse

Eligibility

Death of an active vested or deferred vested participant employed by PB, NB, SASI, STCOM, SS, PBIS, or PDIR that does not have a surviving spouse.

Lump sum benefit

A lump sum actuarially equivalent to the Surviving Spouse Benefit, based on the employee's date of birth.

Lump sum death benefit

The Plan provides a Lump Sum Death Benefit equal to the wages earned in the 12-month period ending on the date of death. This benefit is paid if an eligible active employee dies due to sickness or job-related injury and is survived by an "Eligible Beneficiary" (spouse, dependent child, dependent parent, or registered domestic partner). The benefit is also paid if a Disability or Service Pensioner who was eligible or had already retired as of January 1, 1987, dies and is survived by an Eligible Beneficiary. Effective December 31, 2012, retiree death benefits will not be paid from the pension trust for participants terminated prior to January 1, 2009. Effective December 31, 2016, retiree death benefits will not be paid from the pension trust for participants terminated prior to January 1, 2013.

Forms of payment

The normal form of payment for a Participant who is married at the benefit commencement date is a reduced qualified joint and survivor annuity equal to 90% of the Accrued Benefit, with 45% of the Accrued Benefit continuing to the surviving spouse upon the earlier death of the Participant. If the spouse predeceases the Participant that retired from the plan, the 10% reduction factor is removed for the future payments. The normal form with respect to all other Participants is a single life annuity.

In lieu of the normal form of retirement benefit, a married Participant may elect, with the proper spousal consent, to waive the qualified joint and survivor annuity and to receive an actuarial equivalent retirement benefit in the form of a single life annuity, a 75% joint and survivor annuity, or a 100% joint and survivor annuity. J&S options are with pop-up if service pension eligible.

A Participant may also elect to receive a lump sum. Benefits will be converted to lump sums based on GATT mortality (IRS Applicable Mortality Table pursuant to IRS RR2001-62) and an interest rate equal to the average 30-year Treasury bond yield for the November of the prior year. Effective January 1, 2012, the applicable mortality table used for conversion will be the 417(e)(3) PPA mortality. The applicable interest rate used for conversion will be the 417(e)(3) PPA Interest Rate phased-in at 25% per year over four years beginning January 1, 2012. The applicable interest rate lookback month will be the November of the prior year. For Pacific Bell Directory South, effective January 1, 2012, the applicable interest rate will be 100% of the 417(e)(3) PPA Interest Rate. For certain contracts, including the core contract, conversion based on the prior lump basis will be available for retirement eligible employees with payment commencing prior to March 31, 2012.

For determining the minimum lump sum under 417(e)(3), the interest rate lookback month will be November of the year preceding distribution.

Benefits not valued

No benefits are excluded that would materially affect the liabilities.

Pension band amounts

The tables on the following pages present Pension Band Amounts for various band numbers.

Monthly pension band amounts
West Program*
(bands 104 to 125)

Pension Band	Terminations			
	On or after 1/1/2017 and before 1/1/2018	On or after 1/1/2018 and before 1/1/2019	On or after 1/1/2019 and before 1/1/2020	On or after 1/1/2020
104	$45.57	$46.03	$46.49	$46.95
105	47.25	47.72	48.20	48.68
106	49.01	49.50	50.00	50.50
107	50.75	51.26	51.77	52.29
108	52.39	52.91	53.44	53.97
109	54.14	54.68	55.23	55.78
110	55.83	56.39	56.95	57.52
111	57.55	58.13	58.71	59.30
112	59.19	59.78	60.38	60.98
113	60.95	61.56	62.18	62.80
114	62.63	63.26	63.89	64.53
115	64.35	64.99	65.64	66.30
116	66.06	66.72	67.39	68.06
117	67.73	68.41	69.09	69.78
118	69.49	70.18	70.88	71.59
119	71.19	71.90	72.62	73.35
120	72.85	73.58	74.32	75.06
121	74.57	75.32	76.07	76.83
122	76.29	77.05	77.82	78.60
123	78.01	78.79	79.58	80.38
124	79.71	80.51	81.32	82.13
125	81.46	82.27	83.09	83.92

* Table applies to West Program core bargaining group and IBEW 1269 – Pacific Bell Telephone Company.

Summary of Plan Provisions
East Program of the AT&T Component Part of the AT&T/WarnerMedia Pension Benefit Plan

Employees eligible for participation

Any bargaining unit employee who is regularly employed by SNET will become a participant on the day after completing one year of Participation Service. Effective January 1, 2011 this program was closed to new hires and rehires hired on or after August 9, 2009.

Definitions

Participation service

Participation Service is calculated on an elapsed time basis

Vesting service

Vesting Service is calculated on an elapsed time basis. For actives on January 1, 2010, accrued benefits will now be vested after three years.

Credited service

For purposes of determining the participant's accrued benefit, Credited Service is computed based on elapsed time since date of hire and includes employment with a Participating Company. Under Interchange Agreements, service with certain Interchange Companies is also credited.

Pay

The sum of a participant's annualized base wage rate, differential pay, and commissions as of October of the previous Plan Year (or date of hire/rehire if later) during the current contract. The Eligible Pay for each year is limited by law to the IRC Section 401(a)(17) compensation limit. Lump sum awards added in 2004, 2006, 2007, 2008, and 2009 are Eligible Pay. Target incentive compensation and success sharing plan payments that are not contributed to an HRA are eligible pay effective November 1, 2010.

Accrued benefit

A monthly benefit, commencing at Normal Retirement Age, which is the actuarial equivalent of the Participant's Cash Balance Plan Account (CBPA).

Cash balance plan account (CBPA)

As of July 1, 1995, the Cash Balance Plan Account is set equal to the Opening Cash Balance Plan Account. Thereafter, the Cash Balance Plan Account earns interest credits, service credits and pay credits as follows:

- **Interest credits**
  Interest is credited to the Cash Balance Plan Account monthly. Prior to April 30, 2009, interest credits were based on the greater of i) an effective annual rate of 7% and ii) the GATT rate plus 150 basis points. For periods after April 30, 2009 and before December 1, 2010, the effective annual interest crediting rate was 4%. For periods after December 1, 2010 and before October 1, 2013, the effective annual interest crediting rate was the average 30-year Treasury bond yield for the month of November preceding the plan year. For periods after October 1, 2013, the effective annual interest crediting rate will be the greater of i) the average 30-year Treasury bond yield for the month of November preceding the plan year and ii) 4.00%.

- **Service credits**
  Service credits based on applicable Pay and Service Category are credited at the end of each month to the Cash Balance Plan Account. The Service Category is determined as of the beginning of each month. The Credited Service is only adjusted at year-end to reflect any additional service credited under the service bridging provisions of the Plan. For purposes of determining service credits, the determination is made by calculating actual years, months and days and raising any fractional days to a month.

- **Additional credits**
  An additional credit is credited during 2012 and 2013 to the Cash Balance Plan Account of certain participants based on Pay and Service Category.

Opening cash balance plan account
Equal to the sum of the cash balance account under prior plan provisions and the product of the following: (1) annualized core pension benefit as of July 1, 1995 and (2) an early retirement factor, if less than 30 years of service and (3) the applicable Cash Balance Plan Account conversion factor based on the participant's age as of July 1, 1995.

Enhanced pension benefit
Equal to the sum of the following: (1) annualized core pension benefit as of July 1, 1995 increased by 10% and (2) the cash balance account with interest credits under plan provisions as of July 1, 1995, increased by 10% and converted to an annuity. For a non-disabled participant with less than 30 years of service, the core pension benefit is reduced for commencement prior to age 55.

Service pension

Eligibility
Termination of employment after attaining age 65 with 10 years of Pension Eligibility Service, age 55 with 20 years of Pension Eligibility Service, age 50 with 25 years of Pension Eligibility Service or 30 years of Pension Eligibility Service, if terminated after September 17, 1998, otherwise termination of employment after attaining 90 age and service points. For purposes of determining benefit eligibility, the determination is made by summing actual years, months and days and raising any fractional days of the sum to a month.

Benefit

A lump sum benefit equal to the greatest of the Enhanced Pension Benefit times an immediate lump sum factor, the Cash Balance Plan Account, and the actuarial present value of the Accrued Benefit. In lieu of a lump sum benefit, a participant may receive an immediate monthly pension, payable for life, equal to the greater of the Enhanced Pension Benefit and the Accrued Benefit, reduced for commencement prior to Normal Retirement Age.

The Enhanced Pension Benefit is converted to a lump sum based on GATT mortality (IRS Applicable Mortality Table pursuant to IRS RR2001-62) and an interest rate equal to the average 30 year Treasury bond yield for the month of November of the preceding calendar year, not to exceed 7.5%. The minimum lump sum benefit is the Enhanced Pension Benefit calculated as of July 1, 2001 based on an interest rate of 5.78%, GATT mortality, and the employee's age as of July 1, 2001.

For an employee who has completed either 30 years of service or is age 55 or older with 20 or more years of service, the immediate single life annuity monthly pension benefit is to be equal to the greater of the Enhanced Pension Benefit and the Cash Balance Plan Account converted to a lifetime annuity commencing at the participants Normal Retirement Age using the applicable plan factor at age 65. This provision was made permanent with the collectively bargained contract that was agreed to in 2004.

Date payments begin

The benefit commences no later than the 60th day following the end of the plan year of retirement, unless the participant elects otherwise.

Deferred vested pension

Eligibility

A Deferred Vested Pension is payable upon termination of employment after completing at least 3 years of Vesting Service, and before reaching eligibility for Service Pension.

Benefit

A lump sum benefit equal to the greatest of the Enhanced Pension Benefit times a deferred to age 65 lump sum factor, the Cash Balance Plan Account, and the actuarial present value of the Accrued Benefit. In lieu of a lump sum benefit, a participant may receive an immediate monthly pension, payable for life, equal to the greater of the Enhanced Pension Benefit, reduced for commencement prior to age 65 and the Accrued Benefit, reduced for commencement prior to Normal Retirement Age.

Date payments begin

Unless the participant elects otherwise, the benefit commences no later than the 60th day following the end of the plan year in which the participant reaches Normal Retirement Age or termination of service, if later.

Survivor spouse's benefit

Eligibility

Surviving spouse of an active vested participant in the event of the participant's death.

Benefit

The eligible spouse of an active participant who dies prior to Normal Retirement Age and before benefit payments commence is entitled to a lump sum benefit equal to the Cash Balance Account or the Enhanced Pension Benefit. Effective July 1, 2001, the Enhanced Pension Benefit will be converted to a lump sum based on GATT mortality and an interest rate equal to the average 30 year Treasury bond yield for the month of November of the preceding calendar year, not to exceed 7.5%. The minimum lump sum benefit will be the Enhanced Pension Benefit calculated as of July 1, 2001 based on an interest rate of 5.78%, GATT mortality, and the employee's age as of July 1, 2001.

In lieu of a lump sum, the eligible spouse may elect a life annuity equal to the greater of the following:

- a monthly pension equal to 45% of the Accrued Benefit or the Enhanced Pension Benefit as of March 31, 1995, reduced for commencement prior to the participant's Normal Retirement Age, or
- the actuarial equivalent of the Cash Balance Plan Account paid as a monthly annuity, based on the surviving spouse's age as of the date of death.

Death benefit if no surviving spouse

Eligibility

Death of an active vested participant that does not have a surviving spouse.

Benefit

The participant's estate is paid a lump sum death benefit equal to the Cash Balance Plan Account.

Lump sum death benefit

For participants hired prior to September 17, 1989, the Plan provides a Lump Sum Death Benefit equal to the annual basic rate of pay earned in the 12 month period ending on December 31, 1991, or date of retirement if earlier. This benefit is paid if an eligible active employee dies due to sickness or injury and is survived by an "Eligible Beneficiary" (spouse, dependent child, dependent parent, or registered domestic partner). The benefit is also paid if an eligible Disability or Service Pensioner dies and is survived by an Eligible Beneficiary. The benefit is not paid, however, if the eligible Disability or Service Pensioner has elected any portion of the pension benefit payable in the form of a lump sum. Effective December 31, 2012, retiree death benefits will not be paid from the pension trust for participants terminated prior to January 1, 2009. Effective December 31, 2016, retiree death benefits will not be paid from the pension trust for participants terminated prior to January 1, 2013.

Forms of payment

The normal form of payment for a participant who is married at the benefit commencement date is a reduced qualified joint and survivor annuity equal to 90% of the Accrued Benefit, with 45% of the Accrued Benefit continuing to the surviving spouse upon the earlier death of the Participant. If the spouse predeceases the participant that retired from the plan, the 10% reduction factor is removed for the future payments. The normal form with respect to all other participants is a single life annuity. Cash Balance Plan Accounts are converted to an annuity using the applicable plan factors.

In lieu of the normal form of retirement benefit, a married Participant may elect, with the proper spousal consent, to waive the qualified joint and survivor annuity and to receive a single life annuity or a 75% joint and survivor annuity. J&S options are with pop-up if service pension eligible.

In addition, in lieu of the normal form of retirement benefit, a participant may elect to receive a lump sum, partial lump sum or lump sum certain benefit.

Benefits not valued

No benefits are excluded that would materially affect the liabilities

Service credit

The table on the following page present annual Service Credit for various wage brackets.

Cash balance plan service credit
East Program

	Years of Service							
Pay Bracket	0-4	5-9	10-13	14-18	19-23	24-28	29-33	34+
Less Than $20,000	$500	$600	$700	$850	$1,050	$1,400	$1,500	$1,600
$20,000 to $22,500	525	625	725	875	1,100	1,475	1,575	1,675
$22,500 to $25,000	600	700	825	1,000	1,225	1,650	1,775	1,875
$25,000 to $27,500	650	775	900	1,100	1,375	1,825	1,950	2,075
$27,500 to $30,000	725	850	975	1,200	1,500	2,000	2,150	2,300
$30,000 to $32,500	775	925	1,075	1,300	1,625	2,175	2,325	2,475
$32,500 to $35,000	850	1,000	1,150	1,400	1,750	2,350	2,525	2,700
$35,000 to $37,500	925	1,100	1,300	1,575	1,925	2,625	2,800	2,975
$37,500 to $40,000	1,050	1,250	1,450	1,775	2,200	2,975	3,175	3,375
$40,000 to $42,500	1,175	1,400	1,625	1,975	2,450	3,325	3,550	3,775
$42,500 to $45,000	1,300	1,550	1,800	2,200	2,725	3,675	3,925	4,200
$45,000 to $47,500	1,425	1,700	1,975	2,400	2,975	4,025	4,300	4,600
$47,500 to $50,000	1,550	1,825	2,150	2,600	3,250	4,375	4,675	5,000
$50,000 to $52,500	1,675	1,975	2,325	2,825	3,500	4,725	5,050	5,400
$52,500 to $55,000	1,800	2,125	2,475	3,025	3,775	5,075	5,425	5,800
$55,000 to $57,500	1,925	2,225	2,600	3,175	3,950	5,325	5,675	6,050
$57,500 to $60,000	1,975	2,325	2,725	3,325	4,125	5,575	5,950	6,350
$60,000 to $62,500	2,075	2,450	2,875	3,475	4,325	5,850	6,225	6,650
$62,500 to $65,000	2,175	2,550	2,975	3,625	4,500	6,075	6,500	6,950
$65,000 to $67,500	2,275	2,625	3,075	3,750	4,675	6,300	6,750	7,200
$67,500 to $70,000	2,375	2,750	3,200	3,900	4,875	6,550	7,025	7,500
$70,000 to $72,500	2,475	2,850	3,325	4,050	5,075	6,800	7,300	7,800
$72,500 to $75,000	2,575	2,950	3,450	4,200	5,250	7,050	7,550	8,075
$75,000 to $77,500	2,650	3,050	3,575	4,350	5,425	7,300	7,825	8,350

Cash balance plan service credit
East Program

	Years of Service							
Pay Bracket	0-4	5-9	10-13	14-18	19-23	24-28	29-33	34+
$77,500 to $80,000	$2,750	$3,150	$3,675	$4,475	$5,600	$7,525	$8,075	$8,625
$80,000 to $82,500	2,825	3,250	3,800	4,625	5,800	7,775	8,350	8,925
$82,500 to $85,000	2,925	3,350	3,925	4,775	5,975	8,025	8,600	9,200
$85,000 to $87,500	3,000	3,450	4,025	4,900	6,150	8,250	8,850	9,450
$87,500 to $90,000	3,100	3,550	4,150	5,050	6,325	8,500	9,125	9,750
$90,000 to $92,500	3,175	3,650	4,275	5,200	6,500	8,750	9,375	10,025
$92,500 to $95,000	3,275	3,750	4,400	5,350	6,700	9,000	9,650	10,325
$95,000 to $97,500	3,350	3,850	4,500	5,475	6,875	9,225	9,900	10,575
$97,500 to $100,000	3,450	3,950	4,625	5,625	7,050	9,475	10,150	10,850
$100,000 to $102,500	3,525	4,050	4,750	5,775	7,225	9,725	10,425	11,150
$102,500 to $105,000	3,625	4,150	4,850	5,900	7,425	9,950	10,675	11,400
$105,000 to $107,500	3,700	4,250	4,975	6,050	7,600	10,200	10,950	11,700
$107,500 to $110,000	3,800	4,375	5,100	6,200	7,775	10,450	11,200	11,975
$110,000 to $112,500	3,875	4,450	5,225	6,350	7,950	10,675	11,450	12,250
$112,500 to $115,000	3,975	4,550	5,325	6,500	8,125	10,925	11,725	12,525
$115,000 to $117,500	4,050	4,675	5,450	6,625	8,325	11,175	11,975	12,800
$117,500 to $120,000	4,150	4,775	5,575	6,775	8,500	11,425	12,250	13,100
$120,000 to $122,500	4,225	4,875	5,700	6,925	8,675	11,650	12,500	13,375
$122,500 to $125,000	4,325	4,975	5,800	7,075	8,850	11,900	12,750	13,625
$125,000 to $127,500	4,400	5,075	5,925	7,225	9,050	12,150	13,025	13,925
$127,500 to $130,000	4,500	5,175	6,050	7,350	9,225	12,375	13,275	14,200
$130,000 to $132,500	4,575	5,275	6,175	7,500	9,400	12,625	13,550	14,475
$132,500 to $135,000	4,675	5,375	6,275	7,650	9,575	12,875	13,800	14,750
$135,000 to $137,500	4,750	5,475	6,400	7,775	9,750	13,100	14,050	15,025
$137,500 & Over	4,850	5,575	6,525	7,925	9,950	13,350	14,325	15,325

Summary of Plan Provisions
Midwest Program of the AT&T Component Part of the AT&T/WarnerMedia Pension Benefit Plan

Employees eligible for participation

Any bargained employee who is regularly employed by Ameritech will become a Participant on the latter of attaining age 21 or the day after completing one year of Service. Effective January 1, 2010 this program was closed to new hires and rehires in the Midwest Core CWA, Midwest Core IBEW, and CWA AT&T Corp. (includes former SBC Global Services, Inc.) contracts hired on or after August 9, 2009. Effective April 1, 2010 this program was closed to new hires and rehires in the IBEW AT&T Corp. (includes former SBC Global Services, Inc.) (Local 21, 58, 134) contracts hired on or after August 9, 2009. Effective June 1, 2011 this program was closed to new hires and rehires in the CWA Ameritech Publishing contract hired after January 1, 2011.

Definitions

Year of service

A Participant who completes 1,000 or more hours of service during a plan year, or during the first twelve months of employment, will be credited with a year of Service. Years of Service are used for determining participation and eligibility for benefits. Effective January 1, 2010, for active employees if any part of the accrued benefit is determined as a Cash Balance Account or DLS Account then the participant is vested after 3 years.

Years and months of service

For purposes of determining the Participant's Accrued Benefit, Years and Months of Service shall include employment with a Participating Company. Under Interchange Agreements, service with certain Interchange Companies is also credited.

Basic monthly pension benefit

Dollar amount corresponding to the Pension Band number shown in the Monthly Benefit Table for the pension band which applies to the Participant's job title, multiplied by the Participant's Years and Months of Service.

Target income replacement amount

Average income replacement of a 40-year service retiree for all jobs in Pension Bands 101-134, based on monthly benefit amounts, multiplied by the fraction of July Consumer Price Index (CPI) for year of retirement to 3-year average July CPI.

Supplemental pay

Bonus payments of $250 in 2006, $375 in 2007, and $375 in 2008 will be included effective January 1, 2005.

Supplemental monthly pension benefit
Equal to the product of the following:

- average annual differentials, Supplemental Pay, Target incentive compensation (effective June 1, 2010), Success sharing plan payments that are not contributed to an HRA (for Ameritech Publishing effective June 1, 2011, for Midwest Core CWA effective January 1, 2013, and for Midwest Core IBEW effective January 1, 2014), and special payment for the last 36 months (include in charge allowances, extra payments for temporary assignments or temporary promotions, evening and night differentials, job differentials, and commissions for final account collection specialists),
- 0.001, and
- the employee's Years and Months of Service.

Special pension account (SPA)
Effective December 31, 1999, a special pension account (SPA) was created for all participants eligible to retire. The SPA was set equal to the lump sum value of the participant's December 31, 1999 retirement benefit assuming they retire on that date. Most participants accrued the SPA with interest to December 31, 2000 as of January 1, 2001. Interest was credited during 2000 based on the plan's lump sum conversion rate. Effective December 31, 2000, the SPA was set equal to the greater of the participant's SPA balance at December 31, 2000 and the lump sum value of the participant's December 31, 2000 retirement benefit assuming they retire on that date. During 2001, bargained participants accrued the SPA with interest to December 31, 2001 based on the plan's lump sum conversion rate. As of December 31, 2001, the SPA lump sum was frozen.

Service pension

Eligibility
Termination of employment after attaining age 65 with 10 years of Service, age 55 with 20 years of Service, age 50 with 25 years of Service or 30 years of Service.

Accrued benefit
A monthly benefit equal to the greater of the SPA, converted to an annuity, and the sum of the following:

- the Basic Monthly Pension Benefit, and
- the Supplemental Monthly Pension Benefit.

If the Participant was eligible for a Service Pension on December 31, 2000, the value of the Special Pension Account (SPA) is a minimum benefit.

Reduction
After meeting eligibility for a Service Pension, a Participant receives an immediate monthly pension, payable for life, equal to the Accrued Benefit, reduced for commencement prior to age 55. The reduction is ½% for each month prior to age 55 with less than 30 years of Service and is unreduced with 30 or more years of Service**.**

Lump sum benefit
A lump sum benefit is available equal to the Accrued Benefit, converted to a lump sum.

Date payments begin
The monthly pension commences on the first day of the month coinciding with or next following the date of retirement, unless the Participant elects otherwise, but no later than the month he turns 65.

Disability pension

Eligibility
An employee who has at least 15 years of Service and who becomes totally disabled prior to age 65.

Benefit
The Participant receives an immediate monthly pension, payable for life, equal to the Accrued Benefit based on Service and compensation as of the date of termination, without reduction for commencement prior to age 65

Date payments begin
Benefits begin immediately following termination of employment due to total disability. If disability occurs, after attaining Service Pension eligibility, the benefit is paid from the qualified trust. If disability occurs prior to attaining Service Pension eligibility, the benefit is paid from company operating funds until the Participant turns age 65, at which time the benefit is converted to a Service Pension and paid from the qualified Trust.

Deferred vested pension

Eligibility
Termination of employment after completing at least 5 years of Service, and before reaching eligibility for Service Pension. However, effective January 1, 2010, if any part of the accrued benefit is determined as a Cash Balance Account or DLS Account then the Participant is eligible after 3 years of Vesting Service.

Benefit
The monthly benefit, payable as a straight life annuity starting on the Participant's Normal Retirement Age (the later of age 65 or the fourth anniversary of plan participation), equals the Participant's Accrued Benefit on the date of termination. The benefit is actuarially reduced if commenced prior to Normal Retirement Age.

Date payments begin
A Participant who terminates employment eligible for a Deferred Vested Pension receives a benefit commencing at Normal Retirement Age or at termination of service, if later. If the Participant has sufficient Service for early retirement eligibility, the Deferred Vested Pension may commence early when the Participant later meets the age requirements.

Surviving spouse's benefit

Eligibility

Surviving spouse of an active vested or deferred vested Participant in the event of the Participant's death.

Benefit

The eligible spouse of an active participant who dies prior to Normal Retirement Age and before benefit payments commence is entitled to one of the following benefits:

- If the participant dies with 3 or more years of Vesting Service, has less than 15 years of Pension Eligibility Service, and is not eligible for a Service Pension, the eligible spouse receives a deferred monthly survivor benefit for life beginning on the date the participant would have reached earliest eligibility to commence a Deferred Vested Pension. The benefit is computed as though the participant had left service on the date of death, survived until the earliest eligibility to commence a Deferred Vested Pension, retired at that time with the qualified survivor annuity option, and died the next day. In lieu of the monthly survivor benefit, a surviving spouse will have the option of electing to receive a lump sum actuarially equivalent to the deferred monthly survivor benefit.
- If the participant dies eligible for a Service Pension or with 15 years of Pension Eligibility Service, a surviving spouse receives a monthly survivor pension payable for life equal to 45% of the Accrued Benefit. The spouse's benefit will commence on the first day of the month following the participant's date of death. In lieu of the monthly survivor benefit, a surviving spouse will have the option of electing to receive a lump sum actuarially equivalent to the monthly survivor benefit.

Death benefit if no surviving spouse

Eligibility

For CWA or IBEW members under the core contracts and API and APIL bargaining units, death of an active vested or deferred vested Participant that does not have a surviving spouse.

Lump sum benefit

A lump sum actuarially equivalent to the surviving spouse benefit based on the employee's date of birth.

Lump sum death benefit

The Plan provides a Lump Sum Death Benefit equal to the wages earned in the 12-month period ending on the month of death. This benefit is paid if an eligible active employee dies due to sickness or non-job-related injury and is survived by an "Eligible Beneficiary" (spouse, dependent child, dependent parent, or registered domestic partner). The benefit is also paid if an eligible Disability or Service Pensioner dies and is survived by an Eligible Beneficiary. API employees hired on or after January 1, 1991 will not be entitled to any death benefits while active or upon retirement. All other company employees hired on or after January 1, 1993 will not be entitled to any death benefits upon retirement. Effective December 31, 2012, retiree death benefits will not be paid from the pension trust for participants terminated prior to January 1, 2009. Effective December 31, 2016, retiree death benefits will not be paid from the pension trust for participants terminated prior to January 1, 2013.

Forms of payment

The normal form of payment for a Participant who is married at the benefit commencement date is a reduced qualified joint and survivor annuity equal to 90% of the Accrued Benefit, with 45% of the Accrued Benefit continuing to the surviving spouse upon the earlier death of the Participant. If the spouse predeceases the Participant that retired from the plan, the 10% reduction factor is removed for the future payments. The normal form with respect to all other Participants is a single life annuity.

In lieu of the normal form of retirement benefit, a married Participant may elect, with the proper spousal consent, to waive the qualified joint and survivor annuity and to receive an actuarial equivalent retirement benefit in the form of a single life annuity, a 75% joint and survivor annuity, or a 100% joint and survivor annuity. J&S options are with pop-up if service pension eligible.

A Participant may also elect to receive a lump sum. Benefits will be converted to lump sums based on GATT mortality (IRS Applicable Mortality Table pursuant to IRS RR2001-62) and an interest rate equal to the average 30-year Treasury bond yield for the month of November of the preceding year. Effective January 1, 2012, the applicable mortality table used for conversion will be the 417(e)(3) PPA mortality. The applicable interest rate used for conversion will be the 417(e)(3) PPA Interest Rate phased-in at 25% per year over four years beginning January 1, 2012. The applicable interest rate lookback month will be the November of the prior year. For certain contracts, including the core contract, conversion based on the prior lump basis will be available for retirement eligible employees with payment commencing prior to March 31, 2012.

For determining the minimum lump sum under 417(e)(3), the interest rate lookback month will be November of the year preceding distribution.

Benefits not valued

No benefits are excluded that would materially affect the liabilities.

Pension band amounts

The table on the following page presents Pension Band Amounts for various band numbers.

Monthly pension band amounts
Midwest Program: CWA District 4*
(bands 200 to 233)

Pension Band	Terminations				Pension Band	Terminations			
	On or after 1/1/2018 and before 1/1/2020	On or after 1/1/2020 and before 1/1/2021	On or after 1/1/2021 and before 1/1/2022	On or after 1/1/2022		On or after 1/1/2018 and before 1/1/2020	On or after 1/1/2020 and before 1/1/2021	On or after 1/1/2021 and before 1/1/2022	On or after 1/1/2022
200A	$30.34	$30.95	$31.26	$31.57	216	$67.85	$69.22	$69.91	$70.61
200B	32.44	$33.09	33.42	33.75	217	69.79	$71.19	71.90	72.62
200C	34.53	$35.23	35.58	35.94	218	71.75	$73.19	73.92	74.66
201	36.64	$37.38	37.75	38.13	219	73.69	$75.17	75.92	76.68
202	38.69	$39.47	39.86	40.26	220	75.60	$77.12	77.89	78.67
203	40.77	$41.59	42.01	42.43	221	77.53	$79.09	79.88	80.68
204	42.88	$43.74	44.18	44.62	222	79.42	$81.01	81.82	82.64
205	44.97	$45.87	46.33	46.79	223	81.32	$82.95	83.78	84.62
206	47.09	$48.04	48.52	49.01	224	83.22	$84.89	85.74	86.60
207	49.18	$50.17	50.67	51.18	225	85.06	$86.77	87.64	88.52
208	51.27	$52.30	52.82	53.35	226	87.14	$88.89	89.78	90.68
209	53.36	$54.43	54.97	55.52	227	89.17	$90.96	91.87	92.79
210	55.39	$56.50	57.07	57.64	228	91.26	$93.09	94.02	94.96
211	57.51	$58.67	59.26	59.85	229	93.28	$95.15	96.10	97.06
212	59.63	$60.83	61.44	62.05	230	95.35	$97.26	98.23	99.21
213	61.74	$62.98	63.61	64.25	231	97.40	$99.35	100.34	101.34
214	63.82	$65.10	65.75	66.41	232	99.46	$101.45	102.46	103.48
215	65.90	$67.23	67.90	68.58	233	101.51	$103.56	104.60	105.65

* Excluding AT&T Corp. (includes former SBC Global Services, Inc.).

Monthly pension band amounts
Midwest Program: IBEW*
(bands 200 to 233)

Pension Band	Terminations				Pension Band	Terminations			
	On or after 1/1/2019 and before 1/1/2020	On or after 1/1/2020 and before 1/1/2021	On or after 1/1/2021 and before 1/1/2022	On or after 1/1/2022		On or after 1/1/2019 and before 1/1/2020	On or after 1/1/2020 and before 1/1/2021	On or after 1/1/2021 and before 1/1/2022	On or after 1/1/2022
200A	$30.34	$30.64	$30.95	$31.26	216	$67.85	$68.53	$69.22	$69.91
200B	32.44	32.76	33.09	33.42	217	69.79	70.49	71.19	71.90
200C	34.53	34.88	35.23	35.58	218	71.75	72.47	73.19	73.92
201	36.64	37.01	37.38	37.75	219	73.69	74.43	75.17	75.92
202	38.69	39.08	39.47	39.86	220	75.60	76.36	77.12	77.89
203	40.77	41.18	41.59	42.01	221	77.53	78.31	79.09	79.88
204	42.88	43.31	43.74	44.18	222	79.42	80.21	81.01	81.82
205	44.97	45.42	45.87	46.33	223	81.32	82.13	82.95	83.78
206	47.09	47.56	48.04	48.52	224	83.22	84.05	84.89	85.74
207	49.18	49.67	50.17	50.67	225	85.06	85.91	86.77	87.64
208	51.27	51.78	52.30	52.82	226	87.14	88.01	88.89	89.78
209	53.36	53.89	54.43	54.97	227	89.17	90.06	90.96	91.87
210	55.39	55.94	56.50	57.07	228	91.26	92.17	93.09	94.02
211	57.51	58.09	58.67	59.26	229	93.28	94.21	95.15	96.10
212	59.63	60.23	60.83	61.44	230	95.35	96.30	97.26	98.23
213	61.74	62.36	62.98	63.61	231	97.40	98.37	99.35	100.34
214	63.82	64.46	65.10	65.75	232	99.46	100.45	101.45	102.46
215	65.90	66.56	67.23	67.90	233	101.51	102.53	103.56	104.60

* Excluding AT&T Corp. (includes former SBC Global Services, Inc.).

Monthly pension band amounts
AT&T Corp. (includes former SBC Global Services, Inc.)*
(bands 306 to 322)

	Terminations				
Pension Band	On or after 1/1/2018 and before 1/1/2019	On or after 1/1/2019 and before 1/1/2020	On or after 1/1/2020 and before 1/1/2021	On or after 1/1/2021 and before 1/1/2022	On or after 1/1/2022
306	$41.32	$41.73	$42.15	$42.57	$43.00
316	59.55	60.15	60.75	61.36	61.97
318	62.96	63.59	64.23	64.87	65.52
319	64.66	65.31	65.96	66.62	67.29
322	69.67	70.37	71.07	71.78	72.50

*Table applies to IBEW Local 58

Monthly pension band amounts
AT&T Corp. (includes former SBC Global Services, Inc.)*
(band 528)

	Terminations				
Pension Band	On or after 1/1/2018 and before 1/1/2019	On or after 1/1/2019 and before 1/1/2020	On or after 1/1/2020 and before 1/1/2021	On or after 1/1/2021 and before 1/1/2022	On or after 1/1/2022
528	$74.03	$74.77	$75.52	$76.28	$77.04

*Table applies to IBEW Local 134

Monthly pension band amounts
AT&T Corp. (includes former SBC Global Services, Inc.)*
(bands 601 to 633)

Pension Band	Terminations			
	On or after 1/1/2019 and before 1/1/2020	On or after 1/1/2020 and before 1/1/2021	On or after 1/1/2021 and before 1/1/2022	On or after 1/1/2022
601	$31.29	$31.60	$31.92	$32.24
602	33.06	33.39	33.72	34.06
603	34.83	35.18	35.53	35.89
604	36.64	37.01	37.38	37.75
605	38.43	38.81	39.20	39.59
606	40.21	40.61	41.02	41.43
607	42.02	42.44	42.86	43.29
608	43.80	44.24	44.68	45.13
609	45.57	46.03	46.49	46.95
610	47.36	47.83	48.31	48.79
611	49.15	49.64	50.14	50.64
612	50.91	51.42	51.93	52.45
613	52.72	53.25	53.78	54.32
614	54.51	55.06	55.61	56.17
615	56.31	56.87	57.44	58.01
616	57.97	58.55	59.14	59.73
617	59.62	60.22	60.82	61.43
618	$61.29	$61.90	$62.52	$63.15
619	62.93	63.56	64.20	64.84
620	64.58	65.23	65.88	66.54
621	66.23	66.89	67.56	68.24
622	67.82	68.50	69.19	69.88
623	69.45	70.14	70.84	71.55
624	71.07	71.78	72.50	73.23
625	72.68	73.41	74.14	74.88
626	74.45	75.19	75.94	76.70
627	76.17	76.93	77.70	78.48
628	77.94	78.72	79.51	80.31
629	79.67	80.47	81.27	82.08
630	81.43	82.24	83.06	83.89
631	83.20	84.03	84.87	85.72
632	84.93	85.78	86.64	87.51
633	86.69	87.56	88.44	89.32

*Table applies to IBEW Local 21

Monthly pension band amounts
CWA District 4 AT&T Corp. (includes former SBC Global Services, Inc.)
(bands 701 to 733)

Pension Band	Terminations			
	On or after 1/1/2018 and before 1/1/2020	On or after 1/1/2020 and before 1/1/2021	On or after 1/1/2021 and before 1/1/2022	On or after 1/1/2022
701	$39.91	$40.71	$41.12	$41.53
702	42.17	43.02	43.45	43.88
703	44.43	45.32	45.77	46.23
704	46.72	47.66	48.14	48.62
705	49.03	50.02	50.52	51.03
706	51.28	52.31	52.83	53.36
707	53.57	54.65	55.20	55.75
708	55.84	56.96	57.53	58.11
709	58.11	59.28	59.87	60.47
710	60.35	61.56	62.18	62.80
711	62.69	63.95	64.59	65.24
712	64.96	66.27	66.93	67.60
713	67.24	68.59	69.28	69.97
714	69.53	70.93	71.64	72.36
715	71.79	73.24	73.97	74.71
716	73.91	75.40	76.15	76.91
717	76.05	77.58	78.36	79.14

Pension Band	Terminations			
	On or after 1/1/2018 and before 1/1/2020	On or after 1/1/2020 and before 1/1/2021	On or after 1/1/2021 and before 1/1/2022	On or after 1/1/2022
718	$78.18	$79.75	$80.55	$81.36
719	80.28	81.89	82.71	83.54
720	82.38	84.03	84.87	85.72
721	84.48	86.17	87.03	87.90
722	86.52	88.26	89.14	90.03
723	88.58	90.36	91.26	92.17
724	90.62	92.45	93.37	94.30
725	92.69	94.56	95.51	96.47
726	94.92	96.83	97.80	98.78
727	97.17	99.12	100.11	101.11
728	99.40	101.39	102.40	103.42
729	101.62	103.67	104.71	105.76
730	103.87	105.96	107.02	108.09
731	106.09	108.22	109.30	110.39
732	108.30	110.47	111.57	112.69
733	110.54	112.77	113.90	115.04

Summary of Plan Provisions
AT&T Legacy Bargained Program of the AT&T Component Part of the AT&T/WarnerMedia Pension Benefit Plan

Employees eligible for participation

Any (i) U.S. employee represented by a union which agrees to the pension plan, (ii) U.S. nonsalaried employee whose position is subject to wage progression or who is paid weekly or biweekly, (iii) U.S. nonsalaried employee temporarily promoted to a salaried management position, (iv) salaried-graded employee, or (v) occupational employee in a sales commission plan, who is employed by an AT&T Corp. Participating Company becomes a participant immediately upon attaining at least age 21. Effective January 1, 2010 this program was closed to new hires and rehires in the IBEW AT&T Core Contract hired on or after August 9, 2009. Effective April 1, 2010 this program was closed to new hires and rehires in the CWA AT&T Core Contract hired on or after August 9, 2009.

Definitions

Vesting service

A year of Vesting Service is earned for every calendar year in which an employee is credited with 1,000 hours of service. Vesting Service does not begin until the year of the employee's 18th birthday. An employee is credited with 50 hours of service for any week in which the employee completes at least one hour. For actives on January 1, 2010, accrued benefits will be vested after three years.

Term of Employment (also known as Net Credited Service)

Term of Employment, also known as Net Credited Service (NCS), includes years, months and days of employment with a Participating Company. Under Interchange Agreements, service with certain Interchange Companies is also credited.

Service pension eligible

Attainment of age 65 with 10 years of Net Credited Service, attainment of age 55 with 20 years of Net Credited Service, attainment of age 50 with 25 years of Net Credited Service, or attainment of any age with 30 years of Net Credited Service.

Pension band formula

Under the pension band formula, the benefit is frozen as of September 30, 1998 unless a participant has 15 or more years of Net Credited Service on June 30, 1998 and was on the active roll of a Participating Company on May 10, 1998. The pension band formula benefit is the sum of a basic monthly pension benefit and a supplemental monthly pension benefit, if applicable. The basic monthly pension benefit is the monthly benefit factor from the Pension Band Amount shown in the tables for the pension band which applies to the participant's job title multiplied by Net Credited Service. Special rules apply for certain promotions and demotions. The supplemental monthly pension benefit is (i) x (ii) x (iii), where (i) is average annual supplemental pay for the final three years prior to termination or freeze, (ii) is 0.001, and (iii) Net Credited Service at termination or freeze. Success Sharing Plan Payments that are not contributed to an HRA are included in supplemental pay for CWA employees as of January 1, 2013 and for IBEW employees as of January 1, 2014.

Crediting period

Under the Cash Balance formula, the crediting period is the calendar year commencing January 1, 2000. The initial crediting period was July 1, 1998 through June 30, 1999. The six-month period July 1, 1999 through December 31, 1999 was used as a crediting period. When a pension begins, the last crediting period ends the last day of the month prior to benefit commencement.

Cash balance account

For active participants on both May 10, 1998 and July 1, 1999, the conversion credit is equal to {[(i) x (ii)] + (iii)} x (iv), where (i) is the pension band amount as of July 1, 1998, (ii) is Net Credited Service as of June 30, 1998, (iii) is any supplemental pension benefit as of June 30, 1998, and (iv) is the conversion factor. The Cash Balance Account as of July 1, 1999 is the conversion credit plus an interest credit of 7% for July 1, 1998 through June 30, 1999 and the pension band credit and differential pay credit, if any, for July 1, 1998 through June 30, 1999. The Cash Balance Account earns interest credits, pension band credits, differential pay credits (if applicable), special promotion credits (if applicable), and additional credits (if applicable) as follows:

- **Interest credits**
  Effective January 1, 2010 for CWA employees (and CWA NMNUs) active on August 8, 2009, interest is to be credited to the Cash Balance Account at the 30-year Treasury annual rate as of the November preceding the plan year. For July 1, 1998 through December 31, 2002, the interest crediting rate was 7%, for 2003 the interest crediting rate was 5.5%, for 2004 through 2005 the interest crediting rate was 4.5%, and for 2005 through 2009 the interest crediting rate was 4%. IBEW employees continue to earn 4% interest. Effective January 1, 2013, the Interest Crediting Rate for participants represented by the CWA and nonmanagement nonunion participants shall not be less than 3.75%.
- **Pension band credits**
  The Pension Band Credit is based on the pension band credit amounts shown in the tables and Net Credited Service (in whole years) as of the end of the crediting period. The pension band credit will be adjusted for part-time work, less than 12 months of work or changes in pension band during a crediting period.

- **Differential pay credits**

  The Differential Pay Credit equals a credit for each $100 of differential pay, if any, received during a crediting period. Effective June 1, 2010 target incentive compensation is included. Effective December 31, 2012, Success Sharing Plan Payments that are not contributed to an HRA are included. The credit is shown in the following table:

NCS (in whole years)	Differential pay credit
0-4	$3.00
5-9	$3.50
10-14	$4.00
15-19	$5.00
20-24	$6.00
25-29	$7.00
30-34	$8.50
35 & over	$10.00

- **Special promotion credits**

  The Special Promotion Credit is added to an account on June 30 or December 31 (special promotion crediting date) for promotions if the participant works in the higher pension band until the next special promotion crediting date that is at least six months after the promotion. The credit is the difference between the higher pension band credit and the lower pension band credit multiplied by Net Credited Service on the special promotion crediting date.

- **Additional credits**

  On January 1, 2013, an additional credit was added to the account of certain participants represented by the Communications Workers of America. The additional credit is $9,900 for those at least age 60 with at least 15 years of service as of April 8, 2012; $8,400 for those at least age 55 and less than 60 with at least 15 years of service as of April 8, 2012; and $2,400 for all others eligible for the credit.

  Participants represented by the CWA (AT&T Corp. Core Contract) who are at least age 55 with 15 years of service on January 1, 2016 shall receive a one-time credit in the amount of $3,700, provided that these participants did not receive an additional 2013 Cash Balance Credit in the amount of $6,000 or $7,500.

Pension benefit

The pension benefit is, in general, determined under the Cash Balance formula. For participants with a Pension Band formula benefit, the pension benefit is the greater of this benefit or the Cash Balance formula benefit, based on age at commencement and the form of benefit elected.

Cash balance formula benefit

The Cash Balance formula monthly accrued benefit is calculated by projecting the current Cash Balance Account to the Normal Retirement Date using the current schedule of Interest Crediting Rates and then dividing by the applicable Simplified Monthly Payment Factor at the Normal Retirement Age. For benefit commencement prior to Normal Retirement Age, early retirement factors based on benefit commencement age and calendar year of commencement from the plan document are applied.

- **Eligibility**
  Upon termination if vested.
- **Date payments begin**
  At or after termination but not later than Normal Retirement Date. Any annuity form must commence at the same time the Cash Payment option if elected.

Pension band formula benefit

The Pension Band Formula monthly benefit is unreduced if it commences at or after age 55. Prior to age 55, it is reduced 0.5% each month commencement is prior to age 55 if Net Credited Service is less than 30 years. There is no reduction if commencement is prior to age 55 if Net Credited Service is at least 30 years.

- **Eligibility**
  Upon termination if vested.
- **Date payments begin**
  At or after termination but not later than Normal Retirement Age.

Surviving spouse's benefit

Eligibility

Surviving spouse of an active vested or deferred vested participant in the event of the participant's death.

Annuity benefit if participant active at death

Greatest of (i) Single life annuity derived from the Cash Balance Account, (ii) 50% of the greater of the Pension Band Formula Benefit reduced as though the participant had terminated on the date of death and elected the 50% J&S or (iii) the same as (ii) without reduction if active participant as of May 10, 1998 and as of June 30, 1999 had at least 15 years of Net Credited Service or was Service Pension Eligible.

Annuity benefit if participant not active at death
Greater of (i) Single life annuity derived from the Cash Balance Account or (ii) 50% of the greater of the Pension Band Benefit reduced as though the participant had terminated on the date of death and elected the 50% J&S. Benefits paid to a surviving spouse on behalf of participants who terminated employment before September 30, 1998 will be reduced for each year of pre-retirement death coverage, unless coverage has been waived.

Death benefit if no surviving spouse

Eligibility
Death of an active vested or deferred vested participant that does not have a surviving spouse.

Lump sum benefit
The full balance of the Cash Balance Account is paid to the estate.

Pensioner death benefit

Eligibility
Death of a former employee who retired before July 1, 1999 or was active as of May 10, 1998, who retires prior to January 1, 2008 and is Service Pension Eligible, who has at least 15 years of Net Credited Service, who has an Eligible Beneficiary, and who is receiving monthly benefits at death. Special rules apply to transfers and rehires. Effective December 31, 2012, retiree death benefits will not be paid from the pension trust.

Lump sum benefit
One times base pay plus pension-includable differentials in effect as of the earlier of termination and June 30, 1999.

Forms of payment

The normal form of payment for a Participant who is married at the benefit commencement date is a reduced qualified joint and survivor annuity equal to 92% of the Accrued Benefit, with 46% of the Accrued Benefit continuing to the surviving spouse upon the earlier death of the Participant. If the spouse predeceases the Participant that retired from the plan, the 8% reduction factor is removed for the future payments. The normal form with respect to all other Participants is a single life annuity.

In lieu of the normal form of retirement benefit, a married Participant may elect, with the proper spousal consent, to waive the qualified joint and survivor annuity and to receive an actuarial equivalent retirement benefit in the form of a single life annuity, a 75% or 100% joint and survivor annuity or single life annuity with 10-years certain J&S options are with pop-up.

The cash balance account can also be received as a lump sum, subject to IRC Section 417(e).

Benefits not valued

No benefits are excluded that would materially affect the liabilities.

Monthly pension band amounts
AT&T Legacy Bargained Program: CWA
(bands 101 to 135)

Pension Band	Terminations			
	On or after 1/1/2018 and before 1/1/2020	On or after 1/1/2020 and before 1/1/2021	On or after 1/1/2021 and before 1/1/2022	On or after 1/1/2022
101	$39.94	$40.74	$41.15	$41.56
102	41.61	42.45	42.87	43.30
103	43.31	44.18	44.62	45.07
104	44.97	45.87	46.33	46.79
105	46.67	47.61	48.09	48.57
106	48.36	49.33	49.82	50.32
107	50.11	51.12	51.63	52.15
108	51.76	52.80	53.33	53.86
109	53.46	54.53	55.08	55.63
110	55.13	56.24	56.80	57.37
111	56.83	57.97	58.55	59.14
112	58.48	59.65	60.25	60.85
113	60.19	61.40	62.01	62.63
114	61.84	63.08	63.71	64.35
115	63.54	64.82	65.47	66.12
116	65.25	66.56	67.23	67.90
117	66.91	68.26	68.94	69.63
118	68.61	69.99	70.69	71.40

Pension Band	Terminations			
	On or after 1/1/2018 and before 1/1/2020	On or after 1/1/2020 and before 1/1/2021	On or after 1/1/2021 and before 1/1/2022	On or after 1/1/2022
119	$70.30	$71.71	$72.43	$73.15
120	71.95	73.40	74.13	74.87
121	73.62	75.10	75.85	76.61
122	75.35	76.86	77.63	78.41
123	76.98	78.53	79.32	80.11
124	78.70	80.28	81.08	81.89
125	80.42	82.03	82.85	83.68
126	82.06	83.71	84.55	85.40
127	83.75	85.44	86.29	87.15
128	85.43	87.14	88.01	88.89
129	87.12	88.87	89.76	90.66
130	88.79	90.58	91.49	92.40
131	90.51	92.33	93.25	94.18
132	92.17	94.02	94.96	95.91
133	93.84	95.73	96.69	97.66
134	95.60	97.53	98.51	99.50
135	97.21	99.16	100.15	101.15

Monthly pension band amounts
AT&T Legacy Bargained Program: IBEW
(bands 101 to 135)

Pension Band	Terminations		
	On or after 1/1/2017 and before 1/1/2018	On or after 1/1/2018 and before 1/1/2019	On or after 1/1/2019 and before 1/1/2020
101	$39.15	$39.54	$39.94
102	40.79	41.20	41.61
103	42.46	42.88	43.31
104	44.08	44.52	44.97
105	45.75	46.21	46.67
106	47.41	47.88	48.36
107	49.12	49.61	50.11
108	50.74	51.25	51.76
109	52.41	52.93	53.46
110	54.04	54.58	55.13
111	55.71	56.27	56.83
112	57.33	57.90	58.48
113	59.00	59.59	60.19
114	60.62	61.23	61.84
115	62.29	62.91	63.54
116	63.96	64.60	65.25
117	65.59	66.25	66.91
118	67.26	67.93	68.61

Pension Band	Terminations		
	On or after 1/1/2017 and before 1/1/2018	On or after 1/1/2018 and before 1/1/2019	On or after 1/1/2019 and before 1/1/2020
119	$68.91	$69.60	$70.30
120	70.53	71.24	71.95
121	72.17	72.89	73.62
122	73.86	74.60	75.35
123	75.47	76.22	76.98
124	77.15	77.92	78.70
125	78.83	79.62	80.42
126	80.45	81.25	82.06
127	82.10	82.92	83.75
128	83.74	84.58	85.43
129	85.41	86.26	87.12
130	87.04	87.91	88.79
131	88.72	89.61	90.51
132	90.36	91.26	92.17
133	91.99	92.91	93.84
134	93.71	94.65	95.60
135	95.30	96.25	97.21

Monthly pension band amounts
AT&T Legacy Bargained Program: IBEW
(bands 101 to 135)

Pension Band	Terminations		
	On or after 1/1/2020 and before 1/1/2021	On or after 1/1/2021 and before 1/1/2022	On or after 1/1/2022
101	$40.34	$40.74	$41.15
102	42.03	42.45	42.87
103	43.74	44.18	44.62
104	45.42	45.87	46.33
105	47.14	47.61	48.09
106	48.84	49.33	49.82
107	50.61	51.12	51.63
108	52.28	52.80	53.33
109	53.99	54.53	55.08
110	55.68	56.24	56.80
111	57.40	57.97	58.55
112	59.06	59.65	60.25
113	60.79	61.40	62.01
114	62.46	63.08	63.71
115	64.18	64.82	65.47
116	65.90	66.56	67.23
117	67.58	68.26	68.94
118	69.30	69.99	70.69

Pension Band	Terminations		
	On or after 1/1/2020 and before 1/1/2021	On or after 1/1/2021 and before 1/1/2022	On or after 1/1/2022
119	$71.00	$71.71	$72.43
120	72.67	73.40	74.13
121	74.36	75.10	75.85
122	76.10	76.86	77.63
123	77.75	78.53	79.32
124	79.49	80.28	81.08
125	81.22	82.03	82.85
126	82.88	83.71	84.55
127	84.59	85.44	86.29
128	86.28	87.14	88.01
129	87.99	88.87	89.76
130	89.68	90.58	91.49
131	91.42	92.33	93.25
132	93.09	94.02	94.96
133	94.78	95.73	96.69
134	96.56	97.53	98.51
135	98.18	99.16	100.15

Pension band credits
AT&T Legacy Bargained Program: CWA
(bands 101 to 118)

Pension Band	On or after 1/1/2018 and before 1/1/2020 Years of service in whole years at end of crediting period							
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+
101	$1,094	$1,278	$1,456	$1,821	$2,186	$2,556	$3,099	$3,643
102	1,131	1,323	1,515	1,891	2,268	2,654	3,214	3,782
103	1,181	1,380	1,573	1,967	2,357	2,753	3,347	3,935
104	1,225	1,431	1,636	2,044	2,449	2,855	3,469	4,083
105	1,271	1,483	1,701	2,122	2,535	2,963	3,604	4,238
106	1,310	1,534	1,750	2,186	2,620	3,066	3,718	4,376
107	1,359	1,585	1,809	2,262	2,723	3,168	3,852	4,523
108	1,401	1,636	1,872	2,340	2,810	3,277	3,975	4,677
109	1,451	1,693	1,930	2,415	2,900	3,379	4,109	4,829
110	1,488	1,738	1,987	2,484	2,985	3,475	4,222	4,972
111	1,539	1,796	2,050	2,562	3,072	3,584	4,352	5,117
112	1,578	1,840	2,109	2,638	3,163	3,694	4,478	5,270
113	1,629	1,898	2,165	2,711	3,260	3,795	4,607	5,423
114	1,668	1,948	2,225	2,780	3,342	3,891	4,727	5,560
115	1,713	2,000	2,280	2,855	3,430	4,000	4,855	5,714
116	1,757	2,057	2,346	2,934	3,521	4,109	4,988	5,864
117	1,809	2,102	2,409	3,008	3,609	4,211	5,112	6,019
118	1,845	2,152	2,466	3,079	3,694	4,307	5,234	6,153

Pension band credits
AT&T Legacy Bargained Program: CWA
(bands 119 to 135)

	On or after 1/1/2018 and before 1/1/2020 Years of service in whole years at end of crediting period							
Pension Band	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+
119	$1,891	$2,210	$2,523	$3,158	$3,782	$4,415	$5,360	$6,306
120	1,935	2,262	2,580	3,226	3,878	4,518	5,495	6,459
121	1,981	2,313	2,644	3,303	3,969	4,631	5,618	6,612
122	2,020	2,357	2,695	3,373	4,051	4,727	5,732	6,746
123	2,069	2,415	2,759	3,449	4,140	4,829	5,864	6,900
124	2,122	2,472	2,825	3,528	4,230	4,932	5,999	7,053
125	2,160	2,518	2,883	3,604	4,319	5,041	6,122	7,206
126	2,204	2,569	2,940	3,674	4,403	5,143	6,236	7,341
127	2,254	2,638	3,008	3,764	4,511	5,264	6,395	7,520
128	2,306	2,683	3,072	3,834	4,601	5,367	6,523	7,671
129	2,340	2,735	3,118	3,898	4,677	5,458	6,632	7,793
130	2,382	2,780	3,174	3,969	4,760	5,553	6,746	7,936
131	2,428	2,831	3,239	4,043	4,849	5,663	6,874	8,089
132	2,472	2,883	3,298	4,119	4,937	5,770	7,002	8,243
133	2,518	2,940	3,354	4,198	5,034	5,873	7,137	8,388
134	2,562	2,990	3,412	4,262	5,117	5,968	7,252	8,530
135	2,602	3,036	3,469	4,339	5,208	6,077	7,379	8,682

Pension band credits
AT&T Legacy Bargained Program: CWA
(bands 101 to 118)

Pension Band	On or after 1/1/2020 and before 1/1/2021 Years of service in whole years at end of crediting period							
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+
101	$1,116	$1,304	$1,486	$1,857	$2,230	$2,608	$3,161	$3,716
102	1,153	1,349	1,545	1,929	2,314	2,708	3,278	3,858
103	1,205	1,408	1,605	2,007	2,405	2,809	3,414	4,014
104	1,249	1,459	1,669	2,085	2,498	2,913	3,539	4,165
105	1,297	1,513	1,735	2,164	2,586	3,023	3,676	4,323
106	1,336	1,564	1,786	2,230	2,672	3,128	3,793	4,464
107	1,387	1,617	1,845	2,308	2,778	3,232	3,930	4,614
108	1,429	1,669	1,910	2,387	2,866	3,343	4,055	4,771
109	1,481	1,727	1,968	2,463	2,958	3,447	4,192	4,926
110	1,518	1,773	2,027	2,534	3,045	3,545	4,307	5,072
111	1,570	1,832	2,092	2,614	3,134	3,656	4,440	5,220
112	1,610	1,877	2,151	2,691	3,227	3,768	4,568	5,376
113	1,661	1,936	2,209	2,765	3,326	3,871	4,700	5,532
114	1,702	1,987	2,269	2,836	3,409	3,969	4,822	5,672
115	1,747	2,040	2,326	2,913	3,499	4,080	4,953	5,829
116	1,793	2,099	2,393	2,993	3,592	4,192	5,088	5,982
117	1,845	2,144	2,457	3,068	3,681	4,296	5,215	6,140
118	1,882	2,196	2,516	3,141	3,768	4,394	5,339	6,277

Pension band credits
AT&T Legacy Bargained Program: CWA
(bands 119 to 135)

	On or after 1/1/2020 and before 1/1/2021 Years of service in whole years at end of crediting period							
Pension Band	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+
119	$1,929	$2,254	$2,573	$3,222	$3,858	$4,504	$5,468	$6,433
120	1,974	2,308	2,632	3,291	3,956	4,609	5,606	6,589
121	2,021	2,359	2,697	3,369	4,049	4,724	5,731	6,745
122	2,060	2,405	2,749	3,441	4,133	4,822	5,847	6,881
123	2,111	2,463	2,815	3,518	4,223	4,926	5,982	7,039
124	2,164	2,522	2,882	3,599	4,315	5,031	6,120	7,195
125	2,204	2,568	2,941	3,676	4,406	5,142	6,245	7,351
126	2,248	2,621	2,999	3,748	4,491	5,246	6,361	7,488
127	2,300	2,691	3,068	3,840	4,602	5,370	6,524	7,671
128	2,352	2,737	3,134	3,911	4,693	5,475	6,654	7,825
129	2,387	2,790	3,180	3,976	4,771	5,568	6,765	7,950
130	2,430	2,836	3,238	4,049	4,856	5,665	6,881	8,095
131	2,477	2,888	3,304	4,124	4,946	5,777	7,012	8,252
132	2,522	2,941	3,364	4,202	5,036	5,886	7,143	8,408
133	2,568	2,999	3,422	4,282	5,135	5,991	7,280	8,557
134	2,614	3,050	3,480	4,348	5,220	6,088	7,398	8,701
135	2,654	3,097	3,539	4,426	5,313	6,199	7,528	8,857

Pension band credits
AT&T Legacy Bargained Program: CWA
(bands 101 to 118)

	On or after 1/1/2021 and before 1/1/2022 Years of service in whole years at end of crediting period							
Pension Band	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+
101	$1,127	$1,317	$1,501	$1,876	$2,252	$2,634	$3,193	$3,753
102	1,165	1,362	1,560	1,948	2,337	2,735	3,311	3,897
103	1,217	1,422	1,621	2,027	2,429	2,837	3,448	4,054
104	1,261	1,474	1,686	2,106	2,523	2,942	3,574	4,207
105	1,310	1,528	1,752	2,186	2,612	3,053	3,713	4,366
106	1,349	1,580	1,804	2,252	2,699	3,159	3,831	4,509
107	1,401	1,633	1,863	2,331	2,806	3,264	3,969	4,660
108	1,443	1,686	1,929	2,411	2,895	3,376	4,096	4,819
109	1,496	1,744	1,988	2,488	2,988	3,481	4,234	4,975
110	1,533	1,791	2,047	2,559	3,075	3,580	4,350	5,123
111	1,586	1,850	2,113	2,640	3,165	3,693	4,484	5,272
112	1,626	1,896	2,173	2,718	3,259	3,806	4,614	5,430
113	1,678	1,955	2,231	2,793	3,359	3,910	4,747	5,587
114	1,719	2,007	2,292	2,864	3,443	4,009	4,870	5,729
115	1,764	2,060	2,349	2,942	3,534	4,121	5,003	5,887
116	1,811	2,120	2,417	3,023	3,628	4,234	5,139	6,042
117	1,863	2,165	2,482	3,099	3,718	4,339	5,267	6,201
118	1,901	2,218	2,541	3,172	3,806	4,438	5,392	6,340

Pension band credits
AT&T Legacy Bargained Program: CWA
(bands 119 to 135)

Pension Band	On or after 1/1/2021 and before 1/1/2022 Years of service in whole years at end of crediting period							
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+
119	$1,948	$2,277	$2,599	$3,254	$3,897	$4,549	$5,523	$6,497
120	1,994	2,331	2,658	3,324	3,996	4,655	5,662	6,655
121	2,041	2,383	2,724	3,403	4,089	4,771	5,788	6,812
122	2,081	2,429	2,776	3,475	4,174	4,870	5,905	6,950
123	2,132	2,488	2,843	3,553	4,265	4,975	6,042	7,109
124	2,186	2,547	2,911	3,635	4,358	5,081	6,181	7,267
125	2,226	2,594	2,970	3,713	4,450	5,193	6,307	7,425
126	2,270	2,647	3,029	3,785	4,536	5,298	6,425	7,563
127	2,323	2,718	3,099	3,878	4,648	5,424	6,589	7,748
128	2,376	2,764	3,165	3,950	4,740	5,530	6,721	7,903
129	2,411	2,818	3,212	4,016	4,819	5,624	6,833	8,030
130	2,454	2,864	3,270	4,089	4,905	5,722	6,950	8,176
131	2,502	2,917	3,337	4,165	4,995	5,835	7,082	8,335
132	2,547	2,970	3,398	4,244	5,086	5,945	7,214	8,492
133	2,594	3,029	3,456	4,325	5,186	6,051	7,353	8,643
134	2,640	3,081	3,515	4,391	5,272	6,149	7,472	8,788
135	2,681	3,128	3,574	4,470	5,366	6,261	7,603	8,946

Pension band credits
AT&T Legacy Bargained Program: CWA
(bands 101 to 118)

Pension Band	On or after 1/1/2022 Years of service in whole years at end of crediting period							
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+
101	$1,138	$1,330	$1,516	$1,895	$2,275	$2,660	$3,225	$3,791
102	1,177	1,376	1,576	1,967	2,360	2,762	3,344	3,936
103	1,229	1,436	1,637	2,047	2,453	2,865	3,482	4,095
104	1,274	1,489	1,703	2,127	2,548	2,971	3,610	4,249
105	1,323	1,543	1,770	2,208	2,638	3,084	3,750	4,410
106	1,362	1,596	1,822	2,275	2,726	3,191	3,869	4,554
107	1,415	1,649	1,882	2,354	2,834	3,297	4,009	4,707
108	1,457	1,703	1,948	2,435	2,924	3,410	4,137	4,867
109	1,511	1,761	2,008	2,513	3,018	3,516	4,276	5,025
110	1,548	1,809	2,067	2,585	3,106	3,616	4,394	5,174
111	1,602	1,869	2,134	2,666	3,197	3,730	4,529	5,325
112	1,642	1,915	2,195	2,745	3,292	3,844	4,660	5,484
113	1,695	1,975	2,253	2,821	3,393	3,949	4,794	5,643
114	1,736	2,027	2,315	2,893	3,477	4,049	4,919	5,786
115	1,782	2,081	2,372	2,971	3,569	4,162	5,053	5,946
116	1,829	2,141	2,441	3,053	3,664	4,276	5,190	6,102
117	1,882	2,187	2,507	3,130	3,755	4,382	5,320	6,263
118	1,920	2,240	2,566	3,204	3,844	4,482	5,446	6,403

Pension band credits
AT&T Legacy Bargained Program: CWA
(bands 119 to 135)

	On or after 1/1/2022 Years of service in whole years at end of crediting period							
Pension Band	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+
119	$1,967	$2,300	$2,625	$3,287	$3,936	$4,594	$5,578	$6,562
120	2,014	2,354	2,685	3,357	4,036	4,702	5,719	6,722
121	2,061	2,407	2,751	3,437	4,130	4,819	5,846	6,880
122	2,102	2,453	2,804	3,510	4,216	4,919	5,964	7,020
123	2,153	2,513	2,871	3,589	4,308	5,025	6,102	7,180
124	2,208	2,572	2,940	3,671	4,402	5,132	6,243	7,340
125	2,248	2,620	3,000	3,750	4,495	5,245	6,370	7,499
126	2,293	2,673	3,059	3,823	4,581	5,351	6,489	7,639
127	2,346	2,745	3,130	3,917	4,694	5,478	6,655	7,825
128	2,400	2,792	3,197	3,990	4,787	5,585	6,788	7,982
129	2,435	2,846	3,244	4,056	4,867	5,680	6,901	8,110
130	2,479	2,893	3,303	4,130	4,954	5,779	7,020	8,258
131	2,527	2,946	3,370	4,207	5,045	5,893	7,153	8,418
132	2,572	3,000	3,432	4,286	5,137	6,004	7,286	8,577
133	2,620	3,059	3,491	4,368	5,238	6,112	7,427	8,729
134	2,666	3,112	3,550	4,435	5,325	6,210	7,547	8,876
135	2,708	3,159	3,610	4,515	5,420	6,324	7,679	9,035

Pension band credits
AT&T Legacy Bargained Program: IBEW
(bands 101 to 118)

Pension Band	On or after 1/1/2019 and before 1/1/2020 Years of service in whole years at end of crediting period							
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+
101	$1,127	$1,317	$1,501	$1,876	$2,252	$2,634	$3,193	$3,753
102	1,165	1,362	1,560	1,948	2,337	2,735	3,311	3,897
103	1,217	1,422	1,621	2,027	2,429	2,837	3,448	4,054
104	1,261	1,474	1,686	2,106	2,523	2,942	3,574	4,207
105	1,310	1,528	1,752	2,186	2,612	3,053	3,713	4,366
106	1,349	1,580	1,804	2,252	2,699	3,159	3,831	4,509
107	1,401	1,633	1,863	2,331	2,806	3,264	3,969	4,660
108	1,443	1,686	1,929	2,411	2,895	3,376	4,096	4,819
109	1,496	1,744	1,988	2,488	2,988	3,481	4,234	4,975
110	1,533	1,791	2,047	2,559	3,075	3,580	4,350	5,123
111	1,586	1,850	2,113	2,640	3,165	3,693	4,484	5,272
112	1,626	1,896	2,173	2,718	3,259	3,806	4,614	5,430
113	1,678	1,955	2,231	2,793	3,359	3,910	4,747	5,587
114	1,719	2,007	2,292	2,864	3,443	4,009	4,870	5,729
115	1,764	2,060	2,349	2,942	3,534	4,121	5,003	5,887
116	1,811	2,120	2,417	3,023	3,628	4,234	5,139	6,042
117	1,863	2,165	2,482	3,099	3,718	4,339	5,267	6,201
118	1,901	2,218	2,541	3,172	3,806	4,438	5,392	6,340

Pension band credits
AT&T Legacy Bargained Program: IBEW
(bands 119 to 135)

	On or after 1/1/2019 and before 1/1/2020 Years of service in whole years at end of crediting period							
Pension Band	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+
119	$1,948	$2,277	$2,599	$3,254	$3,897	$4,549	$5,523	$6,497
120	1,994	2,331	2,658	3,324	3,996	4,655	5,662	6,655
121	2,041	2,383	2,724	3,403	4,089	4,771	5,788	6,812
122	2,081	2,429	2,776	3,475	4,174	4,870	5,905	6,950
123	2,132	2,488	2,843	3,553	4,265	4,975	6,042	7,109
124	2,186	2,547	2,911	3,635	4,358	5,081	6,181	7,267
125	2,226	2,594	2,970	3,713	4,450	5,193	6,307	7,425
126	2,270	2,647	3,029	3,785	4,536	5,298	6,425	7,563
127	2,323	2,718	3,099	3,878	4,648	5,424	6,589	7,748
128	2,376	2,764	3,165	3,950	4,740	5,530	6,721	7,903
129	2,411	2,818	3,212	4,016	4,819	5,624	6,833	8,030
130	2,454	2,864	3,270	4,089	4,905	5,722	6,950	8,176
131	2,502	2,917	3,337	4,165	4,995	5,835	7,082	8,335
132	2,547	2,970	3,398	4,244	5,086	5,945	7,214	8,492
133	2,594	3,029	3,456	4,325	5,186	6,051	7,353	8,643
134	2,640	3,081	3,515	4,391	5,272	6,149	7,472	8,788
135	2,681	3,128	3,574	4,470	5,366	6,261	7,603	8,946

Pension band credits
AT&T Legacy Bargained Program: IBEW
(bands 101 to 118)

	On or after 1/1/2020 and before 1/1/2021							
	Years of service in whole years at end of crediting period							
Pension Band	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+
101	$1,138	$1,330	$1,516	$1,895	$2,275	$2,660	$3,225	$3,791
102	1,177	1,376	1,576	1,967	2,360	2,762	3,344	3,936
103	1,229	1,436	1,637	2,047	2,453	2,865	3,482	4,095
104	1,274	1,489	1,703	2,127	2,548	2,971	3,610	4,249
105	1,323	1,543	1,770	2,208	2,638	3,084	3,750	4,410
106	1,362	1,596	1,822	2,275	2,726	3,191	3,869	4,554
107	1,415	1,649	1,882	2,354	2,834	3,297	4,009	4,707
108	1,457	1,703	1,948	2,435	2,924	3,410	4,137	4,867
109	1,511	1,761	2,008	2,513	3,018	3,516	4,276	5,025
110	1,548	1,809	2,067	2,585	3,106	3,616	4,394	5,174
111	1,602	1,869	2,134	2,666	3,197	3,730	4,529	5,325
112	1,642	1,915	2,195	2,745	3,292	3,844	4,660	5,484
113	1,695	1,975	2,253	2,821	3,393	3,949	4,794	5,643
114	1,736	2,027	2,315	2,893	3,477	4,049	4,919	5,786
115	1,782	2,081	2,372	2,971	3,569	4,162	5,053	5,946
116	1,829	2,141	2,441	3,053	3,664	4,276	5,190	6,102
117	1,882	2,187	2,507	3,130	3,755	4,382	5,320	6,263
118	1,920	2,240	2,566	3,204	3,844	4,482	5,446	6,403

Pension band credits
AT&T Legacy Bargained Program: IBEW
(bands 119 to 135)

	On or after 1/1/2020 and before 1/1/2021							
	Years of service in whole years at end of crediting period							
Pension Band	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+
119	$1,967	$2,300	$2,625	$3,287	$3,936	$4,594	$5,578	$6,562
120	2,014	2,354	2,685	3,357	4,036	4,702	5,719	6,722
121	2,061	2,407	2,751	3,437	4,130	4,819	5,846	6,880
122	2,102	2,453	2,804	3,510	4,216	4,919	5,964	7,020
123	2,153	2,513	2,871	3,589	4,308	5,025	6,102	7,180
124	2,208	2,572	2,940	3,671	4,402	5,132	6,243	7,340
125	2,248	2,620	3,000	3,750	4,495	5,245	6,370	7,499
126	2,293	2,673	3,059	3,823	4,581	5,351	6,489	7,639
127	2,346	2,745	3,130	3,917	4,694	5,478	6,655	7,825
128	2,400	2,792	3,197	3,990	4,787	5,585	6,788	7,982
129	2,435	2,846	3,244	4,056	4,867	5,680	6,901	8,110
130	2,479	2,893	3,303	4,130	4,954	5,779	7,020	8,258
131	2,527	2,946	3,370	4,207	5,045	5,893	7,153	8,418
132	2,572	3,000	3,432	4,286	5,137	6,004	7,286	8,577
133	2,620	3,059	3,491	4,368	5,238	6,112	7,427	8,729
134	2,666	3,112	3,550	4,435	5,325	6,210	7,547	8,876
135	2,708	3,159	3,610	4,515	5,420	6,324	7,679	9,035

Pension band credits
AT&T Legacy Bargained Program: IBEW
(bands 101 to 118)

Pension Band	On or after 1/1/2021 and before 1/1/2022 Years of service in whole years at end of crediting period							
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+
101	$1,149	$1,343	$1,531	$1,914	$2,298	$2,687	$3,257	$3,829
102	1,189	1,390	1,592	1,987	2,384	2,790	3,377	3,975
103	1,241	1,450	1,653	2,067	2,478	2,894	3,517	4,136
104	1,287	1,504	1,720	2,148	2,573	3,001	3,646	4,291
105	1,336	1,558	1,788	2,230	2,664	3,115	3,788	4,454
106	1,376	1,612	1,840	2,298	2,753	3,223	3,908	4,600
107	1,429	1,665	1,901	2,378	2,862	3,330	4,049	4,754
108	1,472	1,720	1,967	2,459	2,953	3,444	4,178	4,916
109	1,526	1,779	2,028	2,538	3,048	3,551	4,319	5,075
110	1,563	1,827	2,088	2,611	3,137	3,652	4,438	5,226
111	1,618	1,888	2,155	2,693	3,229	3,767	4,574	5,378
112	1,658	1,934	2,217	2,772	3,325	3,882	4,707	5,539
113	1,712	1,995	2,276	2,849	3,427	3,988	4,842	5,699
114	1,753	2,047	2,338	2,922	3,512	4,089	4,968	5,844
115	1,800	2,102	2,396	3,001	3,605	4,204	5,104	6,005
116	1,847	2,162	2,465	3,084	3,701	4,319	5,242	6,163
117	1,901	2,209	2,532	3,161	3,793	4,426	5,373	6,326
118	1,939	2,262	2,592	3,236	3,882	4,527	5,500	6,467

Pension band credits
AT&T Legacy Bargained Program: IBEW
(bands 119 to 135)

	On or after 1/1/2021 and before 1/1/2022 Years of service in whole years at end of crediting period							
Pension Band	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+
119	$1,987	$2,323	$2,651	$3,320	$3,975	$4,640	$5,634	$6,628
120	2,034	2,378	2,712	3,391	4,076	4,749	5,776	6,789
121	2,082	2,431	2,779	3,471	4,171	4,867	5,904	6,949
122	2,123	2,478	2,832	3,545	4,258	4,968	6,024	7,090
123	2,175	2,538	2,900	3,625	4,351	5,075	6,163	7,252
124	2,230	2,598	2,969	3,708	4,446	5,183	6,305	7,413
125	2,270	2,646	3,030	3,788	4,540	5,297	6,434	7,574
126	2,316	2,700	3,090	3,861	4,627	5,405	6,554	7,715
127	2,369	2,772	3,161	3,956	4,741	5,533	6,722	7,903
128	2,424	2,820	3,229	4,030	4,835	5,641	6,856	8,062
129	2,459	2,874	3,276	4,097	4,916	5,737	6,970	8,191
130	2,504	2,922	3,336	4,171	5,004	5,837	7,090	8,341
131	2,552	2,975	3,404	4,249	5,095	5,952	7,225	8,502
132	2,598	3,030	3,466	4,329	5,188	6,064	7,359	8,663
133	2,646	3,090	3,526	4,412	5,290	6,173	7,501	8,816
134	2,693	3,143	3,586	4,479	5,378	6,272	7,622	8,965
135	2,735	3,191	3,646	4,560	5,474	6,387	7,756	9,125

Pension band credits
AT&T Legacy Bargained Program: IBEW
(bands 101 to 118)

	On or after 1/1/2022 Years of service in whole years at end of crediting period							
Pension Band	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+
101	$1,160	$1,356	$1,546	$1,933	$2,321	$2,714	$3,290	$3,867
102	1,201	1,404	1,608	2,007	2,408	2,818	3,411	4,015
103	1,253	1,465	1,670	2,088	2,503	2,923	3,552	4,177
104	1,300	1,519	1,737	2,169	2,599	3,031	3,682	4,334
105	1,349	1,574	1,806	2,252	2,691	3,146	3,826	4,499
106	1,390	1,628	1,858	2,321	2,781	3,255	3,947	4,646
107	1,443	1,682	1,920	2,402	2,891	3,363	4,089	4,802
108	1,487	1,737	1,987	2,484	2,983	3,478	4,220	4,965
109	1,541	1,797	2,048	2,563	3,078	3,587	4,362	5,126
110	1,579	1,845	2,109	2,637	3,168	3,689	4,482	5,278
111	1,634	1,907	2,177	2,720	3,261	3,805	4,620	5,432
112	1,675	1,953	2,239	2,800	3,358	3,921	4,754	5,594
113	1,729	2,015	2,299	2,877	3,461	4,028	4,890	5,756
114	1,771	2,067	2,361	2,951	3,547	4,130	5,018	5,902
115	1,818	2,123	2,420	3,031	3,641	4,246	5,155	6,065
116	1,865	2,184	2,490	3,115	3,738	4,362	5,294	6,225
117	1,920	2,231	2,557	3,193	3,831	4,470	5,427	6,389
118	1,958	2,285	2,618	3,268	3,921	4,572	5,555	6,532

Pension band credits
AT&T Legacy Bargained Program: IBEW
(bands 119 to 135)

	On or after 1/1/2022 Years of service in whole years at end of crediting period							
Pension Band	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+
119	$2,007	$2,346	$2,678	$3,353	$4,015	$4,686	$5,690	$6,694
120	2,054	2,402	2,739	3,425	4,117	4,796	5,834	6,857
121	2,103	2,455	2,807	3,506	4,213	4,916	5,963	7,018
122	2,144	2,503	2,860	3,580	4,301	5,018	6,084	7,161
123	2,197	2,563	2,929	3,661	4,395	5,126	6,225	7,325
124	2,252	2,624	2,999	3,745	4,490	5,235	6,368	7,487
125	2,293	2,672	3,060	3,826	4,585	5,350	6,498	7,650
126	2,339	2,727	3,121	3,900	4,673	5,459	6,620	7,792
127	2,393	2,800	3,193	3,996	4,788	5,588	6,789	7,982
128	2,448	2,848	3,261	4,070	4,883	5,697	6,925	8,143
129	2,484	2,903	3,309	4,138	4,965	5,794	7,040	8,273
130	2,529	2,951	3,369	4,213	5,054	5,895	7,161	8,424
131	2,578	3,005	3,438	4,291	5,146	6,012	7,297	8,587
132	2,624	3,060	3,501	4,372	5,240	6,125	7,433	8,750
133	2,672	3,121	3,561	4,456	5,343	6,235	7,576	8,904
134	2,720	3,174	3,622	4,524	5,432	6,335	7,698	9,055
135	2,762	3,223	3,682	4,606	5,529	6,451	7,834	9,216

Summary of Plan Provisions
Southeast Program of the AT&T Component Part of the AT&T/WarnerMedia Pension Benefit Plan

Eligibility

Any bargained employee who is regularly employed by a BellSouth Participating Company is eligible to participate in the Plan provided the employee is not younger than age 18. Effective January 1, 2011 this program is closed to new hires and rehires in any non-NDCA contract hired on or after August 9, 2009. Individuals employed as Wire Technician Employees are not eligible for the plan.

Effective June 1, 2016, current employees hired on or before Aug. 8, 2009 in BellSouth Utility Operations will cease to participate in the program.

Definitions

Hour of service

An hour for which an employee is paid or entitled to payment.

Vesting service

A participant who completes 1,000 or more Hours of Service during a plan year will be credited with a year of Vesting Service. For actives (except NDCA and Utility Ops) on January 1, 2010, accrued benefits will now be vested after three years. For NDCA and Utility Ops employees, accrued benefits are vested after five years unless a part of their accrued benefit is a cash balance.

Term of Employment (also known as Net Credited Service)

For purposes of determining the participant's Accrued Benefit, Net Credited Service shall include continuous employment with a participating Company. Under Interchange Agreements, service with certain Interchange Companies is also credited.

Pre-99 pension band benefit

The Pre-99 Pension Band Benefit is equal to the sum of the following:

- **Basic monthly pension benefit**
  Dollar amount corresponding to the Pension Band number shown in the Pension Band table, for the Pension Band that such participant has been assigned as of the date of the calculation, multiplied by the participant's Net Credited Service as of December 31, 1998.

Supplemental monthly pension benefit

- Equal to the product of the following:
  - Average annual amount of differential pay for the last 36 months,
  - .001, and
  - Such participant's Net Credited Service as of December 31, 1998.

Cash balance account

As of January 1, 1999, the opening Cash Balance Account was equal to the greater of (i) such participant's Cash Balance Account under the Plan as of December 31, 1998, or (ii) $3,000. Thereafter, the Cash Balance Account earns Pension Band Credits and Interest Credits as follows:

- **Pension band credit**
  A Pension Band Credit is credited to the Cash Balance Account on an annual basis. The amount of the annual credit is equal to 60 times the pension band amount.
- **Interest credit**
  Interest is credited to the Cash Balance Account, based on the average 30-year Treasury bond yield for the month of November preceding the plan year. The historical interest credits are shown on the interest credits table.

Accrued benefit

A monthly benefit, payable at age 65, equal to the sum of the following:

- Pre-99 Pension Band Benefit multiplied by 1.06, and
- The Actuarial Equivalent of the Cash Balance Account, based on the average 30-year Treasury bond yield for the month of November preceding the plan year.

The cash balance account portion of the accrued benefit is the cash balance account, effective January 1, 2010.

Special provisions apply to employees classified as Utility Operations Employee, Cable Placing Operations Employee or National Directory and Customer Assistance Employee.

Service pension benefit

Eligibility

Termination of employment after age 65 with 10 years of Net Credited Service, age 55 with 20 years of Net Credited Service, age 50 with 25 years of Net Credited Service, or any age with 30 years of Net Credited Service.

Benefit

A participant may elect to have the Accrued Benefit payable in reduced amounts upon meeting eligibility for a Service Pension. The Pre-99 Service Pension Benefit is reduced for commencement prior to age 62 using the factor shown in the early retirement factors table. The Cash Balance portion is actuarially reduced if commenced prior to age 65.

Date payments begin

The monthly pension commences on the first day of the month coinciding with or next following the date of retirement, unless the participant elects otherwise, but no later than the month the participant turns age 65.

Deferred vested pension benefit

Eligibility

Termination of employment after completing at least 3 years of Vesting Service (5 years for NDCA and Utility Ops unless they have a cash balance account), and before reaching eligibility for Service Pension.

Benefit

A participant may elect to have the Accrued Benefit payable in reduced amounts upon attaining age 55 with more than 20 years of Net Credited Service, or upon attaining age 50 with 25 or more years of Net Credited Service. The Pre-99 Deferred Vested Pension Benefit is reduced using early retirement reduction factors shown in the deferred vested early retirement factors table, if commenced prior to age 65. The Cash Balance portion is actuarially reduced if commenced prior to age 65.

Date payments begin

A participant with 25 or more years of Net Credited Service may commence monthly pension payments upon attainment of age 50. A participant with 20, but less than 25, years of Net Credited Service may commence monthly pension payments upon attainment of age 55. A participant with less than 20 years of Net Credited Service will commence pension payments upon attainment of age 65.

Survivor benefit

Eligibility

Surviving beneficiary of a vested participant not yet receiving payments.

Benefit

The eligible beneficiary of a participant who dies before benefit payments commence is entitled to receive one of the following benefits:

- In the case of death of a deferred vested participant or an active participant eligible for a Deferred Vested Pension, the eligible beneficiary is entitled to receive a deferred or immediate benefit. The immediate benefit is the sum of the current Cash Balance Account converted to an immediate annuity based on the participant's age at death, plus the actuarially reduced Pre-99 Benefit calculated as if the participant had terminated and elected a life annuity payable at age 65 then adjusted to the actuarial equivalent life annuity payable immediately, based on the participant's age at death. The deferred benefit is the sum of the Cash Balance Account grown with interest to the date the participant would have obtained age 65 and converted to an immediate annuity based on the participant's age 65, plus the Pre-99 Benefit calculated as if the participant had terminated and elected a life annuity payable at age 65.

- In the case of death of a Service Pension eligible participant who has not commenced receipt of payments, the eligible beneficiary is entitled to receive an immediate benefit. The immediate benefit is the sum of the current Cash Balance Account converted to an immediate annuity based on the participant's age at death plus the reduced Pre-99 Benefit calculated as if the participant had retired and elected a life annuity. The pre-retirement survivor benefit was payable to eligible beneficiaries upon the participant's death prior to 2005. For deaths occurring on or after January 1, 2005, the pre-retirement survivor benefit will be payable to (1) an eligible spouse, or (2) if there is no eligible spouse, the participant's estate in the form of a lump sum.

Date payments begin

The beneficiary of a deceased participant may elect to commence pension payments on the first day of the month following the participant's death. Absent such an election, the payments shall commence on the date on which the participant would have attained age 65 had he or she survived.

Disability pension benefit

Eligibility

An employee who becomes totally disabled and who has at least 15 years of Net Credited Service prior to age 65.

Benefit

The Pre-99 Pension Band Benefit is not reduced for early commencement. The Cash Balance Account is projected to age 62 and divided by an age 62 immediate annuity factor.

Date payments begin

Benefits may commence at date of disability.

Death benefits

The Plan provides a single sum Death Benefit equal to the wages earned in the 12-month period ending on the month of death, not less than $500. This benefit is paid if an eligible active employee dies due to sickness or accidental injury and is survived by a beneficiary (spouse, dependent child, or dependent parent). The beneficiary may elect to receive this benefit in monthly installments in lieu of a lump sum.

The sickness or accidental death benefit became a frozen benefit for all active participants as of December 31, 2004. Any employee hired or rehired on or after January 1, 2005 will not have a sickness or accidental death benefit payable upon death. Pension death benefits are not paid from the pension trust.

A Death Benefit is also paid if a Service Pensioner, with at least 10 years of Net Credited Service as of December 31, 1989, dies and is survived by a beneficiary. The Death Benefit for a Service Pensioner with 10 to 19 years of Net Credited Service is a single sum equal to 50% of the wages earned in the 12-month period ending on December 31, 1989. The Death Benefit for a Service Pensioner with 20 or more years of Net Credited Service is equal to 100% of the wages earned in the 12-month period ending on December 31, 1989.

Non-decreasing lump sum guarantee

Beginning December 31, 1999, BellSouth implemented a non-decreasing lump sum feature that protects the lump sum value of a participant's Pre-99 Benefit in case of rising interest rates. The lump sum value is calculated on each December 31st for Service Pension Eligible participants. It is based on the current pension band amount, current interest rate, and service as of December 31, 1998, and will become a guaranteed minimum lump sum value of the Pre-99 Benefit at retirement.

Forms of payment

The normal form of payment for a Participant who is married at the benefit commencement date is a reduced qualified joint and survivor annuity equal to 90% of the Accrued Benefit, with 45% of the Accrued Benefit continuing to the surviving spouse upon the earlier death of the Participant. If the spouse predeceases the Participant that retired from the plan, the 10% reduction factor is removed for the future payments. The normal form with respect to all other Participants is a single life annuity.

A married Participant may elect to waive the qualified 50% joint and survivor annuity with the proper consent of the eligible spouse and to receive an actuarial equivalent benefit in the form of a single life annuity or a 75% joint and survivor annuity**.** J&S options are with pop-up.

A Participant, eligible for a Service Pension, may also elect to receive a lump sum. Pre-99 Benefits are converted to a lump sum based on GATT mortality (IRS Applicable Mortality Table pursuant to IRS RR2001-62) and an interest rate equal to the average 30-year Treasury bond yield for the month of November preceding the Plan Year. Effective January 1, 2012, the applicable mortality table used for conversion will be the 417(e)(3) PPA mortality. The applicable interest rate used for conversion will be the 417(e)(3) PPA Interest Rate phased-in at 25% per year over four years beginning January 1, 2012. The applicable interest rate lookback month will be the November of the prior year. Cash Balance lump sum benefits shall equal the participant's account balance. A participant, eligible for a Deferred Vested Pension, who terminates employment with all Participating Companies and affiliates on or after January 1, 2004, may elect to receive the Cash Balance Account as a lump sum.

For determining the minimum lump sum under 417(e)(3), the interest rate lookback month will be November of the year preceding distribution.

Benefits not valued

No benefits are excluded that would materially affect the liabilities.

Monthly pension band amounts
Southeast Program*
(bands 101 to 113)

	Terminations					
Pension Band	On or after 1/1/2019 and before 1/1/2020	On or after 1/1/2020 and before 1/1/2021	On or after 1/1/2021 and before 1/1/2022	On or after 1/1/2022 and before 1/1/2023	On or after 1/1/2023 and before 1/1/2024	On or after 1/1/2024
101	$38.26	$38.64	$39.03	$39.42	$39.81	$40.21
102	39.91	40.31	40.71	41.12	41.53	41.95
103	41.54	41.96	42.38	42.80	43.23	43.66
104	43.08	43.51	43.95	44.39	44.83	45.28
105	44.73	45.18	45.63	46.09	46.55	47.02
106	46.37	46.83	47.30	47.77	48.25	48.73
107	48.00	48.48	48.96	49.45	49.94	50.44
108	49.58	50.08	50.58	51.09	51.60	52.12
109	51.23	51.74	52.26	52.78	53.31	53.84
110	52.82	53.35	53.88	54.42	54.96	55.51
111	54.45	54.99	55.54	56.10	56.66	57.23
112	55.99	56.55	57.12	57.69	58.27	58.85
113	57.62	58.20	58.78	59.37	59.96	60.56

***** CWA District 3 (AT&T Southeast Core Contract) and CWA District 3 (AT&T Billing Southeast, LLC).

Monthly pension band amounts
Southeast Program*
(bands 114 to 129)

	Terminations					
Pension Band	On or after 1/1/2019 and before 1/1/2020	On or after 1/1/2020 and before 1/1/2021	On or after 1/1/2021 and before 1/1/2022	On or after 1/1/2022 and before 1/1/2023	On or after 1/1/2023 and before 1/1/2024	On or after 1/1/2024
114	$59.23	$59.82	$60.42	$61.02	$61.63	$62.25
115	60.86	61.47	62.08	62.70	63.33	63.96
116	62.52	63.15	63.78	64.42	65.06	65.71
117	64.07	64.71	65.36	66.01	66.67	67.34
118	65.72	66.38	67.04	67.71	68.39	69.07
119	67.34	68.01	68.69	69.38	70.07	70.77
120	68.99	69.68	70.38	71.08	71.79	72.51
121	70.55	71.26	71.97	72.69	73.42	74.15
122	72.17	72.89	73.62	74.36	75.10	75.85
123	73.82	74.56	75.31	76.06	76.82	77.59
124	75.39	76.14	76.90	77.67	78.45	79.23
129	83.50	84.34	85.18	86.03	86.89	87.76

* CWA District 3 (AT&T Southeast Core Contract) and CWA District 3 (AT&T Billing Southeast, LLC).

Early retirement factors at commencement of deferred vested pension
Southeast Program

Completed years of age	Completed months of age											
	0	1	2	3	4	5	6	7	8	9	10	11
50	.24	.24	.24	.25	.25	.25	.25	.25	.25	.26	.26	.26
51	.26	.26	.26	.27	.27	.27	.27	.27	.27	.28	.28	.28
52	.28	.28	.29	.29	.29	.29	.30	.30	.30	.30	.31	.31
53	.31	.31	.32	.32	.32	.32	.33	.33	.33	.33	.34	.34
54	.34	.34	.35	.35	.35	.35	.36	.36	.36	.39	.40	.40
55	.37	.37	.38	.38	.38	.38	.39	.39	.39	.39	.40	.40
56	.40	.40	.41	.41	.41	.42	.42	.42	.43	.43	.43	.44
57	.44	.44	.45	.45	.45	.46	.46	.46	.47	.47	.47	.48
58	.48	.48	.49	.49	.50	.50	.51	.51	.51	.52	.52	.53
59	.53	.53	.54	.54	.55	.55	.56	.56	.56	.57	.57	.58
60	.58	.59	.59	.60	.60	.61	.62	.62	.63	.63	.64	.64
61	.65	.66	.66	.67	.67	.68	.69	.69	.70	.70	.71	.71
62	.72	.73	.73	.74	.75	.75	.76	.77	.77	.78	.79	.79
63	.80	.81	.82	.82	.83	.84	.85	.85	.86	.87	.88	.88
64	.89	.90	.91	.92	.93	.94	.95	.95	.96	.97	.98	.99
65 and Over	1.00											

Early retirement factors at commencement of service pension
Southeast Program

Completed years of Age	Less than 30 Years of Service	30 or more Years of Service
50	.64	1.00
51	.70	1.00
52	.76	1.00
53	.82	1.00
54	.88	1.00
55	.94	1.00
56	1.00	1.00
57	1.01	1.01
58	1.02	1.02
59	1.03	1.03
60	1.04	1.04
61	1.05	1.05
62 & over	1.06	1.06

Summary of Plan Provisions
AT&T Legacy Management Program of the AT&T Component Part of the AT&T/WarnerMedia Pension Benefit Plan

Employees eligible for participation

Any salaried management employee who is employed by an AT&T Corp. Participating Company becomes a participant immediately upon attaining at least age 21. This program was closed to new hires and rehires hired on or after January 1, 2007.

Definitions

Vesting service

A year of Vesting Service is earned for every calendar year in which an employee is credited with 1,000 hours of service. Vesting Service does not begin until the year of the employee's 18th birthday. The first year of Vesting Service (after attaining age 18) is the earlier of:

- the first 12 months after hire, or subsequent 12 months, in which the employee is credited with 1,000 hours of service, or
- the first calendar year in which the employee is credited with 1,000 hours of service.

For actives on January 1, 2010, accrued benefits will now be vested after three years.

Term of Employment (also known as Net Credited Service)

Term of Employment, also known as Net Credited Service (NCS), includes years, months and days of employment with a Participating Company. Under Interchange Agreements, service with certain Interchange Companies is also credited.

Eligible pay

Eligible pay is used in computing Pay Credits and Supplemental Pay Credits, if any, to a participant's Cash Balance Account and in determining the Cash Payment Option. Eligible pay is the sum of a participant's basic pay, shift and temporary work differential pay, lump sum merit wage payments, Team Management incentive compensation plan awards (APA), incentive compensation for directory or marketing employees, and area differential pay. Payments under the Short Term Incentive Plan paid on or after January 1, 2010 are eligible pay for participants promoted to officer level on or after January 1, 2009.

Compensation

Compensation is used to determine pension benefits under the terms of the Plan prior to January 1, 1998. Compensation is the sum of a participant's basic pay, shift and temporary work differential pay, lump sum merit wage payments, Team Management incentive compensation plan awards (APA), incentive compensation for marketing management employees, special project allowances for assignments begun before December 1, 1983, and area differential pay. Compensation is limited to the IRC Section 401(a)(17) compensation limits.

Special update

Active participants as of January 1, 1997 were eligible for the Special Update. The monthly pension benefit under the Special Update is (i) x (ii) x .016 / 12 where (i) is the average annual compensation for the period January 1, 1994 through December 31, 1996 and (ii) is the years of Net Credited Service through December 31, 1996 plus the special enhancement. The special enhancement is 5% of Net Credited Service but not more than 1.

Frozen accrued benefit

The Frozen Accrued Benefit is calculated as of July 31, 1997 and equals one-twelfth of {[(i) x (ii) x (iii)] + [(iv) x .016]} where

- (i) is average annual compensation for the Pay Base Averaging Period,
- (ii) is Net Credited Service through the end of the Pay Base Averaging Period,
- (iii) is .015 for the January 1, 1984 through December 31, 1986 or January 1, 1987 through December 31,1989 Pay Base Averaging Periods and .016 for other Pay Base Averaging Periods, and
- (iv) is total compensation for all years of Net Credited Service after the Pay Base Averaging Period and through July 31, 1997.

The Pay Base Averaging Period is January 1, 1987 through December 31, 1992, January 1, 1987 through December 31, 1989, January 1, 1984 through December 31, 1986, January 1, 1978 through June 30, 1985, October 1, 1977 through September 30, 1982, October 1, 1976 through September 30, 1981, or January 1, 1975 through December 31, 1979, whichever produce the largest Frozen Accrued Benefit.

Cash balance account

For active participants as of January 1, 1998, the conversion credit is equal to (i) x (ii), where (i) is the greater of the monthly pension under the Special Update or the Frozen Accrued Benefit as of December 31, 1996 and (ii) is the conversion factor. The initial Cash Balance Account as of January 1, 1998 is the conversion credit plus an interest credit of 7% for 1997 and the pay credit and supplemental pay credit, if any, for 1997. The Cash Balance Account earns interest credits, pay credits, supplemental pay credits (if applicable), and other pay credits as follows:

- **Interest credits**
  Interest has been credited to the Cash Balance Account monthly at 4% since January 1, 2003. For January 1, 1998 through December 31, 2000, the interest credit was 7% and for the January 1, 2001 through December 31, 2002, the effective annual interest credit was 5.5%.

- **Pay credits**
  The Pay Credit equals Eligible Pay multiplied by the Pay Factor. The Pay Factor is based on age (in whole years) as of December 31 from the following Pay Factor table:

Attained age	Pay factor
under 30	3.00%
30-34	3.50%
35-39	4.25%
40-44	5.00%
45-49	6.50%
50-54	8.00%
55 & over	10.00%

- **Supplemental pay credits**
  The Supplemental Pay Credit equals Eligible Pay in excess of the Social Security Wage Base, if any, multiplied by the Pay Factor.
- **Other pay credits (change in control)**
  If a participant is involuntarily terminated or terminates for "Good Reason" within two years of a Change In Control, a Pay Credit equal to 5% of Eligible Pay per year of Net Credited Service (not in excess of 100% of Eligible Pay) is credited to the Cash Balance Account. Eligible Pay for this purpose is Eligible Pay for the calendar year preceding the calendar year in which the Change In Control occurs. Net Credited Service for this purpose is as of the last day of the month in which the Change In Control occurs.

Pension benefit

The pension benefit is, in general, determined under the Cash Balance formula. For participants with a Frozen Accrued benefit or Special Update benefit, the pension benefit if the greater of these benefits or the Cash Balance formula benefit, based on age at commencement and the form of benefit.

Cash balance formula benefit

The Cash Balance formula monthly accrued benefit is calculated by projecting the current Cash Balance Account to the Normal Retirement Date using the current schedule of Interest Crediting Rates and then dividing by the applicable Simplified Monthly Payment Factor at the Normal Retirement Age. For benefit commencement prior to Normal Retirement Age, early retirement factors based on benefit commencement age and calendar year of commencement from the plan document are applied.

- **Eligibility**
  Upon termination if vested.
- **Date payments begin**
  First day of any month after termination but not later than Normal Retirement Date. Any annuity form must commence at the same time the Cash Payment option if elected.

Special update formula benefit

The Special Update Formula monthly benefit is unreduced if it commences at or after age 55. Prior to age 55, it is reduced 0.5% per month commencement is prior to age 55 if Net Credited Service is less than 30 years and 0.25% per month commencement is prior to age 55 if Net Credited Service is at least 30 years.

- **Eligibility**
  Upon termination if vested.
- **Date payments begin**
  First day of any month after termination but not later than Normal Retirement Age.

Frozen accrued formula benefit

The Frozen Accrued Formula monthly benefit is unreduced if it commences at or after age 55. Prior to age 55, it is reduced 0.5% per month commencement is prior to age 55 if Net Credited Service is less than 30 years and 0.25% per month commencement is prior to age 55 if Net Credited Service is at least 30 years.

- **Eligibility**
  Attainment of age 65 with 10 years of Net Credited Service, attainment of age 55 with 20 years of Net Credited Service, attainment of age 50 with 25 years of Net Credited Service, or attainment of any age with 30 years of Net Credited Service (Service Pension Eligible).
- **Date payment begins**
  At or after eligibility but not later than Normal Retirement Age.

Deferred vested pension (frozen accrued benefit only)

Eligibility

Completion of 3 years of Vesting Service. Notwithstanding the preceding, all participants are fully vested as of the date of a qualified IRC Section 420 transfer.

Annuity benefit

The Frozen Accrued Benefit reduced for commencement prior to age 65 based on Early Commencement Factors.

Date payment begins
Age 65 but can commence earlier: age 55 or later with 20 years Net Credited Service or age 50 or later with 25 years of Net Credited Service.

Surviving spouse's benefit

Eligibility
Surviving spouse of an active vested or deferred vested participant in the event of the participant's death.

Annuity benefit if participant active at death
Greatest of (i) Single life annuity derived from the Cash Balance Account, (ii) 50% of the greater of the Special Update or Frozen Accrued Benefit reduced as though the participant had terminated on the date of death and elected the 50% J&S or (iii) the same as (ii) without reduction if active participant as of January 1, 1998 and had 15 years of Net Credited Service or was Service Pension Eligible as of December 31,1997.

Annuity benefit if participant not active at death
Greater of (i) Single life annuity derived from the Cash Balance Account or (ii) 50% of the greater of the Special Update or Frozen Accrued Benefit reduced as though the participant had terminated on the date of death and elected the 50% J&S. Benefits paid to a surviving spouse on behalf of participants who terminated employment before September 30, 1998 will be reduced for each year of pre-retirement death coverage, unless coverage has been waived.

Surviving spouses of participants that die on or after May 25, 2018 that elect to receive their benefit beginning on or after June 1, 2018 are eligible to receive a full lump sum payment.

Death benefit if no surviving spouse

Eligibility
Death of an active vested or deferred vested participant that does not have a surviving spouse.

Lump sum benefit
The full balance of the Cash Balance Account is paid to the estate.

Pensioners death benefit

Eligibility
Non-job-related death before January 1, 2008 of an active participant (other than employees of AT&T of Puerto Rico, Inc. or AT&T of the Virgin Islands, Inc.) who was active as of January 1, 1998 and who has an Eligible Beneficiary. Death of a former employee (not Puerto Rico or Virgin Islands) who was active as of January 1, 1998, who retires prior to January 1, 2008, who is eligible for postretirement welfare benefits, who has an Eligible Beneficiary, and who is receiving monthly benefits at death. Special rules apply to transfers and rehires. A potential eligible participant is also eligible for this death benefit if they satisfy the Rule-of-65 at termination under Change-in-Control provisions. Effective December 31, 2012, retiree death benefits will not be paid from the pension trust.

Lump sum benefit
One times wages in effect as of December 31, 1997.

Forms of payment

The normal form of payment for a Participant who is married at the benefit commencement date is a reduced qualified joint and survivor annuity equal to 92% of the Accrued Benefit, with 46% of the Accrued Benefit continuing to the surviving spouse upon the earlier death of the Participant. If the spouse predeceases the Participant that retired from the plan, the 8% reduction factor is removed for the future payments. The normal form with respect to all other Participants is a single life annuity.

In lieu of the normal form of retirement benefit, a married Participant may elect, with the proper spousal consent, to waive the qualified joint and survivor annuity and to receive an actuarial equivalent retirement benefit in the form of a single life annuity, a 75% or 100% joint and survivor annuity or single life annuity with 10-years certain. J&S options are with pop-up.

The cash balance account can also be received as a lump sum, subject to IRC Section 417(e) but limited to the Highest Eligible Pay (for years prior to year of termination) with remainder paid in an annuity form. If cash balance account is less than or equal to the Highest Eligible Pay plus $30,000, the entire cash balance account can be paid as a single cash payment. Corresponding residual annuities are calculated in accordance with final IRS partial lump sum regulations released September 8, 2016. Participants terminating on or after May 25, 2018 that elect to receive their benefit beginning on or after June 1, 2018 are eligible to receive a full lump sum payment with no limit.

A Lump Sum Offer (LSO) was provided to participants meeting the Modified Rule of 75 as of December 30, 2013, provided they terminate employment by December 30, 2013 unless they are metered. The amount of the LSO lump sum was based on the full accrued benefit and calculated using an August 2012 lookback month for the lump sum conversion basis, if greater than the plan actuarial equivalence.

An Enhanced Pension Offer (EPO) was provided to participants who are Management Employees as of December 10, 2014, as long as they do not become a Bargaining Unit Employee prior to termination and meet the Modified Rule of 75 as of March 31, 2015. Participants who elect the EPO must terminate employment by March 31, 2015 and elect an Annuity Starting Date of April 1, 2015, unless they are metered. The amount of the EPO benefit is their normal pension benefit under the Plan, increased by 10%. In addition, a full lump sum option was added for anyone who elected the EPO.

For participants that terminate employment on or after November 1, 2018 and elect an annuity starting date on or after January 1, 2019 but on or before April 1, 2019, the greater of the 2018 and 2019 actuarial equivalent factors shall be used to calculate the lump sum amount.

Benefits not valued

No benefits are excluded that would materially affect the liabilities.

Summary of Plan Provisions
Southeast Management Program of the AT&T Component Part of the AT&T/WarnerMedia Pension Benefit Plan

Eligibility

Any employee who is classified as a salaried employee and who is a non-represented employee for a BellSouth Participating Company is eligible to become a participant on the date of hire by a Participating Company. This program was closed to new hires and rehires on or after January 1, 2007.

Compensation

The sum of basic pay, team awards, differentials, marketing incentive payments and commissions, and salary transition payments that are paid by a BellSouth Participating Company. Compensation is limited to the IRC Section 401(a)(17) compensation limits.

Definitions

Hour of service

An hour for which an employee is paid or entitled to payment.

Vesting service

A participant's Vesting Service is the number of years the participant has at least 1,000 hours in a Plan Year. For actives on January 1, 2008, accrued benefits will now be vested after three years.

Term of Employment (also known as Net Credited Service)

A participant's Net Credited Service is the number of years and fractions thereof the participant has been continuously employed by Participating Companies.

Adjusted career income

Total career Compensation, adjusted for periodic updates.

BSMPP

BellSouth Management Pension Plan, the predecessor plan to the current plan.

BSMPP basic benefit

Equal to 1.6% of Adjusted Career Income.

BSMPP supplemental benefit

Equal to 0.3% of the following, times the lesser of Vesting Service or 35 years:

- The average annual Adjusted Career Income, in excess of,
- The lesser of the Social Security Wage Base and twice Social Security Covered Compensation projected to age 65.

BSMPP accrued benefit
The BSMPP Accrued Benefit is equal to the sum of the BSMPP Base Benefit and the BSMPP Supplemental Benefit

PRA balance
The PRA Balance was established for participants in the BSMPP on July 1, 1993. The opening balance equaled the present value of the participant's BSMPP Accrued Benefit as of June 30, 1993, based on the Plan's interest and annuity factors at that time.

Basic service credit
On the last day of each Plan Year, each participant's PRA Balance is credited with Basic Service Credits equal to the participant's Compensation for the Plan Year multiplied by the Basic Service Credits percentage. The Basic Service Credits are shown on the Basic Service Credits table.

Supplemental credit
On the last day of each Plan Year, the PRA Balance for each participant whose Compensation is in excess of the Social Security Wage Base is credited with a supplemental credit equal to the amount of such excess multiplied by 3%.

Interest credit
On the last day of each Plan Year, interest is credited on the beginning-of-year PRA Balance, based on the average 30-year Treasury bond yield for the month of November preceding the Plan Year. The historical interest credits are shown on the interest credits table.

Additional credit
On the last day of each Plan Year, an Additional Credit may be applied to each participant's PRA Balance. This Additional Credit is equal to the participant's Compensation multiplied by zero, one or two percent, as determined by BellSouth's Board of Directors. The historical additional credits are shown on the interest credits and additional credits table. As of December 31, 2007, the additional credits were removed on an ongoing basis.

PRA accrued benefit
A participant's PRA Balance is the accrued benefit effective January 1, 2010.

Service pension

Eligibility
Effective January 1, 2009 for participants who were not already Service Pension Eligible, termination of employment after age 65 with 10 years of Net Credited Service, age 55 with 20 years of Net Credited Service, age 50 with 25 years of Net Credited Service, or any age with 30 years of Net Credited Service. Prior to January 1, 2009, termination of employment after attainment of any combination of whole years and whole months of age and whole years and whole months of Net Credited Service, with a minimum of 10 years of Net Credited Service, which totals at least 75 years as of the date of retirement. For participants entitled to an LM Berry Prior Plan Benefit at December 31, 1995, termination of employment after attainment after age 62 with 5 years of Net Credited Service or age 55 with 10 years of Net Credited Service.

Benefit

If a participant retires with a Service Pension before 2006, the participant will receive the greater of the BSMPP Accrued Benefit and the PRA Accrued Benefit, converted to an actuarially equivalent annuity. If a participant is eligible to retire with a Service Pension before 2006 but does not, the participant will receive the greater of the BSMPP Accrued Benefit at December 31, 2005 and the current PRA Accrued Benefit, converted to an actuarially equivalent annuity. If a participant is not eligible to retire with a Service Pension before 2006, the participant will receive the greater of the BSMPP Accrued Benefit frozen as of December 31, 1993, and the current PRA Accrued Benefit, converted to an actuarially equivalent annuity.

The benefit is reduced for commencement prior to age 65. For a participant with less than 30 years of Net Credited Service, the BSMPP Accrued Benefit is reduced ½% for each calendar month which distribution precedes age 60. For a participant with more than 30 years of Net Credited Service, the reduction is ¼% for each calendar month prior to age 60. The unreduced age from which reductions commence will increase from 60 to 61 on January 1, 2003, then to 62 on January 1, 2006.

Date payments begin

The monthly pension commences on the first day of the month following the date of retirement, unless the participant elects otherwise, but no later than the month the participant turns age 65.

Deferred vested pension

Eligibility

Termination of employment after completing at least 3 years of Vesting Service after age 18, and before reaching eligibility for Service Pension.

Benefit

The benefit is equal to the current PRA Accrued Benefit, converted to an actuarially equivalent annuity.

Date payments begin

A participant may elect to commence pension payments on the first day of the month following such termination of employment. Absent such an election, the pension is payable upon attainment of age 65.

Survivor benefit

Eligibility

Surviving beneficiary or estate of a vested participant not yet receiving payments.

Benefit

The benefit is equal to the greater of (i) 100% of the participant's current PRA Accrued Benefit, converted to an actuarially equivalent annuity and (ii) 45% of the BSMPP Accrued Benefit, unreduced for early retirement.

Date payments begin

The beneficiary of the deceased participant may elect to commence pension payments on the first day of the month following the participant's death. Absent such an election, the payments shall commence on the date on which the participant would have attained age 65 had he or she survived. In the absence of a beneficiary, the deceased participant's estate will receive the payment in a lump sum.

Disability pension

Eligibility

An employee who becomes totally disabled and who has at least 15 years of Credited Service prior to age 65. Participants who terminate employment on or after January 1, 2013 will not be eligible for a disability pension.

Benefit

A participant, who has not attained age 62 upon expiration of short-term disability benefits, receives an annuity payable immediately equal to the participant's PRA Balance projected to age 62 and divided by an age 62 immediate annuity factor. A participant, who has attained age 62 upon expiration of short-term disability benefits, receives an immediate payable annuity equal to the greater of the BSMPP Accrued Benefit and the PRA Accrued Benefit, converted to an actuarially equivalent annuity.

Date payments begin

Benefits may begin the first of the month following expiration of short-term disability.

Death benefits

If an eligible active employee dies due to sickness or a non-job-related injury, the Plan provides a single sum Death Benefit equal to the wages earned in the 12-month period ending on the month of death. This benefit is paid if the employee is survived by an eligible beneficiary (spouse, dependent child, or dependent parent). The beneficiary may elect to receive this benefit in monthly installments in lieu of a lump sum.

A Death Benefit is also paid if a Service Pensioner, with at least 10 years of Credited Service as December 31, 1987, dies and is survived by a beneficiary. The Death Benefit for a Service Pensioner with 10 to 19 years of Credited Service is a single sum equal to 50% of the wages earned in the 12-month period ending on December 31, 1987. The Death Benefit for a Service Pensioner with 20 or more years of Credited Service is a single sum equal to 100% of the wages earned in the 12-month period ending on December 31, 1987. Effective December 31, 2012, retiree death benefits will not be paid from the pension trust.

Effective January 1, 2016, Accidental Death Benefit and Sickness Death Benefit are eliminated.

Non-decreasing lump sum guarantee

Beginning December 31, 1999, BellSouth implemented a non-decreasing lump sum feature that protects the lump sum value of a participant's BSMPP Benefit in case of rising interest rates. The lump sum value is calculated on each December 31st. It is based on the current salary, interest rate, and service, and will become a guaranteed minimum lump sum benefit at retirement. Service will be frozen at December 31, 2005 for the calculation of the guaranteed minimum lump sum.

Forms of payment

The normal form of payment for a Participant who is married at the benefit commencement date is a reduced qualified joint and survivor annuity equal to 90% of the Accrued Benefit, with 45% of the Accrued Benefit continuing to the surviving spouse upon the earlier death of the Participant. If the spouse predeceases the Participant that retired from the plan, the 10% reduction factor is removed for the future payments. The normal form with respect to all other Participants is a single life annuity.

A married Participant may elect to waive the qualified 50% joint and survivor annuity, with the proper consent of the eligible spouse, and receive an actuarial equivalent benefit in the form of a single life annuity or 75% joint and survivor annuity. J&S options are with pop-up.

A Participant, eligible for a Service Pension or a Deferred Vested Pension, may also elect to receive a lump sum. The benefit is equal to the greater of the BSMPP Accrued Benefit, converted to a lump sum, and the participant's PRA Balance. Lump sums conversions are based on GATT mortality (IRS Applicable Mortality Table pursuant to IRS RR2001-62) and an interest rate equal to the average 30-year Treasury bond yield for the month of November preceding the Plan Year. Effective January 1, 2012, the applicable mortality table used for conversion will be the 417(e)(3) PPA mortality. The applicable interest rate used for conversion will be the 417(e)(3) PPA Interest Rate phased-in at 25% per year over four years beginning January 1, 2012. The applicable interest rate lookback month will be the November of the prior year.

For determining the minimum lump sum under 417(e)(3), the interest rate lookback month will be November of the year preceding distribution.

An Enhanced Pension Offer (EPO) was provided to participants who are Management Employees as of December 10, 2014, as long as they do not become a Bargaining Unit Employee prior to termination and meet the Modified Rule of 75 as of March 31, 2015. Participants who elect the EPO must terminate employment by March 31, 2015 and elect an Annuity Starting Date of April 1, 2015, unless they are metered. The amount of the EPO benefit is their normal pension benefit under the Plan, increased by 10%.

Benefits not valued

No benefits are excluded that would materially affect the liabilities.

Basic service credits
Southeast Management Program

Vesting service	Basic service credit
4 and Under	3%
5-9	4%
10-14	5%
15-19	6%
20-24	7%
25-29	8%
30-34	6%
35 and Over	4%

Interest credits and additional credits
Southeast Management Program

Year	Interest Credits	Additional Credits
1993	2.70%	1.00%
1994	4.70%	1.00%
1995	4.80%	2.00%
1996	4.60%	1.00%
1997	5.20%	2.00%
1998	6.11%	1.00%
1999	5.25%	1.00%
2000	6.15%	1.00%
2001	5.78%	1.00%
2002	5.12%	0.00%
2003	4.96%	0.00%
2004	5.12%	1.00%
2005	4.89%	2.00%
2006	4.73%	1.00%
2007	4.69%	2.00%
2008	4.52%	N/A
2009	4.00%	N/A
2010	4.31%	N/A
2011	4.19%	N/A
2012	3.79%	N/A
2013	3.79%	N/A
2014	3.80%	N/A

Credits shown for 1993 are for the period July 1, 1993 to December 31, 1993.

Summary of Plan Provisions
Mobility Program of the AT&T Component Part of the AT&T/WarnerMedia Pension Benefit Plan

Employees eligible for participation

Any nonbargained U.S. domestic employee, or bargained employee that bargained to participate in the Plan, who is regularly employed by AT&T Mobility will become a participant the day after completing one Year of Service. Any nonbargained employee, or bargained employee that bargained to participate in the Plan, of AT&T Mobility that transferred from SBC Communications Inc. or BellSouth Corporation is a participant in the Plan on the date of transfer. Any nonbargained employee, or bargained employee that bargained to participate in the Plan, hired by Cingular Wireless prior to December 31, 2001 becomes a participant in the Plan on January 1, 2002 if not already a participant in the Plan. This program was closed to new nonbargained hires and rehires on or after January 1, 2006. This program was closed to bargained District 3 hires and rehires on or after January 1, 2011 and for all other bargained hires and rehires on or after January 1, 2010.

Transferred employee

A former employee of SBC Communications Inc., BellSouth Corporation or an affiliate thereof who became an employee of Cingular in connection with the formation of Cingular.

Transferred participant

A former participant in the SBC Pension Benefit Plan - Nonbargained Plan or BellSouth Personal Retirement Account Pension Plan whose accrued benefit was transferred to the Plan, or a former participant in the Ameritech Management Pension Plan whose transfer resulted in the creation of a Transition Account.

Definitions

Years of service

Years of Service will be calculated on an elapsed time basis for the number of whole 12-month periods of service.

Years of vesting service credit

For a BellSouth Transferred Employee, the sum of his years of vesting service credit under the BellSouth Plan plus the number of whole and partial Years of Service earned on and after January 1, 2002. For actives on January 1, 2010, accrued benefits will now be vested after three years.

Years of pension eligibility service

For a SBC Transferred Employee, the sum of his years of pension eligibility service under the SBC Plan plus the number of whole and partial Years of Service earned on and after January 1, 2002.

Term of Employment (also known as Net Credited Service)
For a SBC Transferred Employee, the years of Pension Eligibility Service as of the employee's transfer date plus the Years of Service earned under the Plan after such transfer date. For a BellSouth Transferred Employee, the years of "Net Credited Service" under Section 10.02 of the BellSouth Plan as of the employee's transfer date plus the Years of Service earned under the Plan after such transfer date. For a SBC Transferred Employee who was previously a participant in the Ameritech Management Pension Plan, the term of employment defined under Section B-2(e) of the Ameritech Plan as of the employee's transfer date plus the Years of Service earned under the Plan after such transfer date.

Normal retirement age
Age 65.

Benefit compensation
The sum of a participant's W-2 wages, excluding certain amounts such as discretionary bonuses, plus any elective deferral not included in W-2 wages. Benefit Compensation is limited to the IRC section 401(a)(17) compensation limits. Effective September 30, 2015, Success Sharing Plan Payments that are not contributed to an HRA are included in benefit compensation.

SBC career-average benefit
For SBC Transferred Participants hired before June 1, 1997, a monthly benefit of one-twelfth of 1.6% of the adjusted career income as determined under the SBC Plan plus 1.6% of the Benefit Compensation paid to the participant through June 1, 2002. The SBC Career-Average Benefit was frozen as of June 1, 2002.

Special pension account (SPA)
For a SBC Transferred Participant eligible to retire as of December 31, 1999, a special pension account (SPA) was created at SBC equal to the lump sum value of the participant's December 31, 1999 retirement benefit assuming they retire on that date increased with interest to December 31, 2000 at 6.15%, and then frozen.

PTG accelerated transition benefit
For a SBC Transferred Participant who was a participant in the Pacific Telesis Group Pension Plan for Salaried Employees on March 22, 1996, the accelerated transition benefit to which the participant was entitled under the SBC Plan on December 31, 2001.

PTG special ATB
For a SBC Transferred Participant who was a participant in the Pacific Telesis Group Pension Plan for Salaried Employees on March 22, 1996, the actuarial equivalent single life annuity of the lump sum value of the Accelerated Transition Benefit to which the participant was entitled under the SBC Plan on January 1, 1999 increased with interest for the period from January 1, 1999, through December 31, 2001.

BellSouth management pension plan benefit

For a BellSouth Transferred Participant who was a participant in the BellSouth Management Pension Plan on July 1, 1993 and who would have been eligible for a service pension under the BellSouth Plan if he had remained an active participant in that plan through December 31, 2005, the continuation of the career average formula through December 31, 2005. The career average formula provides a monthly benefit equal to one-twelfth of the sum of 1.6% of the BellSouth Transferred Participants adjusted career income determined under the BellSouth Plan as of the transfer date plus 1.6% of all Benefit Compensation paid to the participant through January 1, 2006 plus 0.3% of the adjusted career income plus compensation through January 1, 2006 divided by the corresponding service which is in excess of the Average Social Security Covered Wage Base multiplied by the corresponding service.

BellSouth pension plan benefit (combo benefit)

For a BellSouth Transferred Participant who was a bargained participant in the BellSouth Pension Plan and whose accrued benefit under the BellSouth Pension Plan was transferred to the BellSouth Personal Retirement Account Pension Plan, the accrued benefit shall never be less than the following. The accrued benefit attributable to service under the BellSouth Pension Plan based on the pension band multiplier in effect as of December 31, 2001 plus the accrued benefit based on service since transfer from the BellSouth Pension Plan as of the earlier of termination of employment or December 31, 2006.

BellSouth management pension plan minimum lump sum benefit

For a BellSouth Transferred Participant, the largest of the actuarial equivalent lump sum value of the BellSouth Management Pension Plan Benefit on December 31, 1999, December 31, 2000 or December 31, 2001 calculated at the interest rate applicable at the given date.

Ameritech transition account

For an Ameritech Transferred Employee, a bookkeeping account which as of December 31, 2001 is equal to the greater of a projected transition shortfall after 5 years or $500. The Ameritech Transition Account shall be reduced at the end of each month by a monthly credit amount equal to the current balance divided by the number of whole months until December 31, 2006. The account shall receive interest credits at the end of each month at the same rate as the Cash Balance Account. The balance of the Ameritech Transition Account will be zero as of January 1, 2007.

Cash balance account

The cash balance account is a bookkeeping account which will periodically receive service credits, interest credits and transition credits (if applicable) as follows.

- **Transferred account balance**
  For a Transferred Participant, the Cash Balance Account is set equal to the cash balance account under the SBC Plan or the BellSouth Plan at the time of transfer to Cingular Wireless.
- **Interest credits**
  Interest is credited to the Cash Balance Account monthly, and the effective annual rate is based on the average 30-year Treasury bond yield for the middle month of the prior quarter.

- **Service credits**
  Service Credits equal to 5% of a participant's Benefit Compensation are credited monthly to the Cash Balance Account.
- **BellSouth basic transition service credits**
  As of the last day of each month ending prior to January 1, 2007, a Service Credit shall be credited to the Cash Balance Account of each Transferred Participant who was a participant in the BellSouth Plan equal to a percent of Benefit Compensation based on Years of Vesting Service Credit completed at the beginning of the plan year. The applicable percentage is 0% for service less than 10 years, 1% for service from 10 to 15 years, 2% for service from 15 to 20 years, 3% for service from 20 to 25 years, 4% for service from 25 to 30 years, 2% for service from 30 to 35 years and 0% for service on or in excess of 35 years.
- **BellSouth supplemental transition service credits**
  As of the last day of each month ending prior to January 1, 2007, a Service Credit shall be credited to the Cash Balance Account of each Transferred Participant who was a participant in the BellSouth Plan equal to 3% of Benefit Compensation in excess of the Social Security taxable wage base.
- **Ameritech transition service credits**
  The monthly credit from the Ameritech Transition Account (if any) is credited to the Cash Balance Account.
- **Initial account balance**
  Upon participation in the plan, new participants, that are not Transferred Participants, receive retroactive service and interest credits back to the later of their date of employment with AT&T Mobility or 12 months prior to becoming a participant in the Plan.

Service pension

Eligibility

For a SBC Transferred Participant, termination of employment after attaining age 65 with 10 years of Net Credited Service, age 55 with 20 years of Net Credited Service, age 50 with 25 years of Net Credited Service or 30 years of Net Credited Service. For a BellSouth Transferred Participant, termination of employment after attaining age plus Net Credited Service of 75 and at least 10 years of Net Credited Service.

Lump sum benefit

A lump sum benefit is available equal to the greater of the following, as applicable:

- the Cash Balance Account.
- the SBC Career-Average Benefit, reduced for distribution prior to age 55, times an immediate lump sum factor. Reduction is ½% for each month the participant's age on the commencement date is prior to age 55. If the participant has attained 30 Years of Net Credited Service, then reduction is ¼% for each month the participant's age on the commencement date is prior to age 55.
- the SPA.
- the Accelerated Transition Benefit, reduced for distribution prior to age 55, times an immediate lump sum factor.
- the Special ATB.

- the BellSouth Management Pension Plan benefit, reduced for distribution prior to age 60 (age 61 for terminations during 2004, 2005 or age 62 for termination during 2006 or later) times an immediate lump sum factor. Reduction is ½% for each month the participant's age on the commencement date is prior to the applicable age based on year of termination. If the participant has attained 30 Years of Net Credited Service, then reduction is ¼% for each month the participant's age on the commencement date is prior to applicable age based on year of termination.
- the BellSouth Pension Plan Benefit, reduced for commencement prior to age 56, times an immediate lump sum factor. Reduction is ½% for each month the participant's age on the commencement date is prior to age 56. If the participant has attained 30 Years of Net Credited Service, then the benefit is not reduced for early commencement.
- the BellSouth Management Pension Minimum Lump Sum benefit.

Annuity benefit
In lieu of a lump sum benefit, a participant may receive an immediate monthly pension, payable for life, equal to the actuarial equivalent of the lump sum benefit.

Date payments begin
If a monthly pension is elected, the benefit commences on the first day of the month following the date of retirement, or a later date elected by the participant, not later than age 65. If a lump sum benefit is elected, payment is made upon retirement, or a later date elected by the participant, not later than age 65.

Termination benefit

Eligibility
Termination while vested, and for Transferred Participants, termination prior to eligibility for a Service Pension. All Cingular nonbargained employees, or bargained employees that bargained to participate in the Plan, hired prior to January 1, 2002 are considered fully vested. For those Cingular employees hired after December 31, 2001, a Termination Benefit is payable upon termination of employment after completing at least 3 years of Net Credited Service. A participant who terminates employment due to disability will be considered fully vested.

Lump sum benefit
A lump sum benefit is available equal to the greater of the following, as applicable:

- the Cash Balance Account.
- the SBC Career-Average Benefit multiplied by a deferred to age 65 lump sum factor.
- the Accelerated Transition Benefit reduced for distribution prior to age 55, multiplied by an immediate lump sum factor.
- the Special ATB.
- the BellSouth Management Pension Plan Benefit multiplied by a deferred to age 65 lump sum factor.
- the BellSouth Management Pension Plan Benefit reduced for early commencement multiplied by an immediate lump sum factor.
- the BellSouth Management Pension Minimum Lump Sum Benefit.

Annuity benefit
In lieu of a lump sum benefit, a participant may receive an immediate monthly pension, payable for life, equal to the greater of the SBC Career-Average Benefit, the Accelerated Transition Benefit, the Special ATB, the BellSouth Management Pension Plan Benefit and the Cash Balance Account converted to an annuity. All annuity benefits are reduced as applicable for early commencement.

Date payments begin
If a monthly pension is elected, the benefit commences on the first day of the month following the date of termination, or a later date elected by the participant, not later than age 65. If a lump sum benefit is elected, payment is made upon termination, or a later date elected by the participant, not later than age 65.

Surviving spouse benefit

Eligibility
Surviving spouse of an active participant, regardless of net credited service amount, or deferred vested participant in the event of the participant's death.

Annuity benefit
The monthly benefit that would have been payable to the surviving spouse if the participant had retired or terminated his active employment on the earlier of his date of death or most recent termination of employment, commenced benefits in the form of a qualified joint and survivor annuity and died on the day of commencement, or the actuarial equivalent of the participant's Cash Balance Account.

Lump sum benefit
The eligible spouse of an active participant who dies prior to Normal Retirement Age and before benefit payments commence is entitled to a lump sum benefit which is the largest of the actuarial equivalent of the annuity benefit commencing at either the date of death or the participant's normal retirement date and the participant's cash balance account.

Death benefit if no surviving spouse

Eligibility
Death of an active participant, regardless of Net Credited Service amount, or deferred vested participant that does not have a surviving spouse.

Lump sum benefit
A lump sum death benefit equal to the Cash Balance Account is paid in accordance with the Cingular rules for employee beneficiary designation.

Forms of payment

The normal form is a straight life annuity. The automatic form of payment for a Participant who is married at the benefit commencement date is a reduced qualified 50% joint and survivor annuity. If a participant retires from the plan this option includes a pop-up provision that returns the benefit to the single life annuity amount if the beneficiary predeceases the participant.

In lieu of the automatic form of payment, a married Participant may elect, with the spousal consent, to waive the qualified joint and survivor annuity and to receive an actuarial equivalent retirement benefit in the form of a single life annuity or 75% joint and survivor annuity. J&S options are with pop-up if service pension eligible.

A Participant may also elect to receive a lump sum. Benefits will be converted to lump sums based on an interest rate equal to the average 30-year Treasury bond yield for the middle month of the quarter preceding distribution and the mortality rates in Revenue Ruling 2001-62. Effective January 1, 2012, the applicable mortality table used for conversion will be the 417(e)(3) PPA mortality. The applicable interest rate used for conversion will be the 417(e)(3) PPA Interest Rate phased-in at 25% per year over four years beginning January 1, 2012. The applicable interest rate lookback month will be the middle month of the calendar quarter preceding distribution.

For determining the minimum lump sum under 417(e)(3), the interest rate lookback month will be November of the year preceding distribution.

An Enhanced Pension Offer (EPO) was provided to participants who are Management Employees as of December 10, 2014, as long as they do not become a Bargaining Unit Employee prior to termination and meet the Modified Rule of 75 as of March 31, 2015. Participants who elect the EPO must terminate employment by March 31, 2015 and elect an Annuity Starting Date of April 1, 2015, unless they are metered. The amount of the EPO benefit is their normal pension benefit under the Plan, increased by 10%.

Benefits not valued

No benefits are excluded that would materially affect the liabilities.

Summary of Plan Provisions
Mobility Bargained Program of the AT&T Component Part of the AT&T/WarnerMedia Pension Benefit Plan (CWA District 6)

Employees eligible for participation

Any bargained employee who is regularly employed by a Participating Company and represented by CWA – District 6 will become a participant on the day after completing one Year of Service. This program was closed on January 1, 2009 to new hires and rehires.

Contributions

The Company will, from time to time, pay to the Trustee such sums of money as the enrolled actuary shall certify as the amounts necessary to provide the retirement income benefits specified by the Plan and to prevent the Plan from having an accumulated funding deficiency within the meaning of IRC Section 412. The Company may also provide additional sums of money to the Trustee as deemed appropriate.

Employee contributions are neither required nor permitted under the Plan.

Expenses

All expenses incurred in connection with the administration of the Plan and the Trust are paid by the fund to the extent they are not paid by the Company.

Definitions

Transferred employee
A former participant in the SBC Plan whose accrued benefit under the SBC Plan was transferred to the Plan.

Years of service
The Years of Service will be calculated on an elapsed time basis. For a Transferred Employee, vesting service credited under the SBC Plan shall be taken into account in determining Years of Service for vesting and participation.

Pension calculation service
For purposes of determining the participant's Accrued Benefit, Pension Calculation Service shall include employment with a Participating Company. A Transferred Employee's Pension Calculation Service credited under the SBC Plan shall be taken into account as Pension Calculation Service.

Term of Employment (also known as Net Credited Service)
The number of whole and fractional 12-month periods of employment in the service of a Participating Company. A Transferred Employee's pension eligibility service credited under the SBC Plan shall be taken into account as Net Credited Service.

Average supplemental earnings
The sum of a participant's commissions, in charge allowances, extra payments for temporary promotions, shift differentials and job differentials over the 36-month period divided by 3 that produces the highest annual average. Effective September 30, 2015, Success Sharing Plan Payments that are not contributed to an HRA are included in average supplemental earnings.

Special pension account (SPA)
For a SBC Transferred Participant eligible to retire as of December 31, 1999, a special pension account (SPA) was created at SBC equal to the lump sum value of the participant's December 31, 1999 retirement benefit assuming they retire on that date increased with interest to December 31, 2000 at 6.15%, and then frozen.

Service pension

Eligibility
Termination of employment after attaining age 65 with 10 years of Net Credited Service, age 55 with 20 years of Net Credited Service, age 50 with 25 years of Net Credited Service or 30 years of Net Credited Service.

Accrued benefit
A monthly benefit equal to the sum of the following:

- the Pension Band Amount shown in the tables for the pension band which applies to the participant's job title times Pension Calculation Service.
- the Supplemental Monthly Pension.

Supplemental monthly pension
.08% of Average Supplemental Earnings multiplied by Pension Calculation Service.

Reduction
After meeting eligibility for a Service Pension, a participant receives an immediate monthly pension, payable for life, equal to the Accrued Benefit, reduced for commencement prior to age 55. The reduction is ½% for each month prior to age 55 with less than 30 years of Net Credited Service and is unreduced with 30 or more years of Net Credited Service.

Date payments begin
The monthly pension commences on the first day of the month coinciding with or next following the date of retirement, subject to the provisions of IRC section 411(a)(11) and notice and election requirements under IRC section 417.

Termination benefit

Eligibility
Termination of employment after completing at least 5 Years of Service or five years of Net Credited Service, and before reaching eligibility for a Service Pension. However, effective January 1, 2010, if any part of the accrued benefit is determined as a Cash Balance Account or DLS Account then the Participant is eligible after 3 years of Vesting Service. Notwithstanding the preceding, all participants were fully vested as of the date of a qualified IRC section 420 transfer at SBC.

Benefit
The monthly benefit, payable as a straight life annuity starting on the participant's Normal Retirement Age (the later of age 65 or the fifth anniversary of plan participation), equals the participant's Accrued Benefit on the date of termination. The benefit is reduced if commenced prior to Normal Retirement Age.

Date payments begin
A participant who terminates employment and is eligible for the Termination Benefit receives a benefit commencing at Normal Retirement Age or at termination of service, if later. If the participant has sufficient service for early retirement eligibility, the Termination Benefit may commence early when the participant later meets the age requirements. The amount payable upon early retirement is equal to the Accrued Benefit, reduced based on commencement prior to age 65. A table of reduction factors is in the plan document.

Participants who transfer to the nonbargained plan
A participant who is transferred to the nonbargained plan continues to earn Years of Service under the plan for vesting and eligibility purposes. The pension band amount used in the determination of the participant's accrued benefit is frozen as of the date of transfer.

Surviving spouse benefit

Eligibility
Surviving spouse of an active vested participant or deferred vested participant in the event of the participant's death.

Benefit
The eligible spouse of an active participant who dies prior to Normal Retirement Age and before payments commence is entitled to one of the following benefits:

- If the participant dies with 3 or more Years of Service, has less than 15 years of Net Credited Service, and is not eligible for a Service Pension, the eligible spouse receives a deferred monthly survivor benefit for life beginning on the date the participant would have reached earliest eligibility to commence a Termination Benefit. The benefit is computed as though the participant had left service on the date of death, survived until the earliest eligibility to commence a Termination Benefit, retired at that time with the qualified survivor annuity option, and died the next day.
- If the participant dies eligible for a Service Pension or with 15 years of Net Credited Service, a surviving spouse receives a monthly survivor pension payable for life equal to 45% of the Accrued Benefit. The spouse's benefit will commence on the first day following the participant's date of death.

Effective March 28, 2008, these benefits are available as an actuarially equivalent lump sum.

Lump sum death benefit

For participants hired prior to January 1, 1990, the Plan provides a Lump Sum Death Benefit equal to the wages earned in the 12 month period ending on December 31, 1989. This benefit is paid if an eligible active employee dies due to sickness or non-job-related injury and is survived by an "Eligible Beneficiary" (spouse, dependent child, or dependent parent). The benefit is also paid if an eligible Service Pensioner dies and is survived by an Eligible

Beneficiary. Effective December 31, 2012, Grandfathered Special Death Benefits will not be paid from the pension trust for participants terminated prior to January 1, 2009. Effective December 31, 2016, Grandfathered Special Death Benefits will not be paid from the pension trust for participants terminated prior to January 1, 2013.

Forms of payment

The normal form is a straight life annuity. The automatic form of payment for a Participant who is married at the benefit commencement date is a reduced qualified 50% joint and survivor annuity. If a participant retires from the plan this option includes a pop-up provision that returns the benefit to the single life annuity amount if the beneficiary predeceases the participant. The normal form with respect to all other participants is a single life annuity.

In lieu of the automatic form of retirement benefit, a married Participant may elect, with the spousal consent, to waive the qualified joint and survivor annuity and to receive an actuarial equivalent retirement benefit in the form of a single life annuity, a 75% joint and survivor annuity, or a 100% joint and survivor annuity. J&S options are with pop-up if service pension eligible. Effective January 1, 2009, retirement eligible participants have the option to receive a lump sum payment. For purposes of converting benefits to an annuity on an actuarial equivalent basis, the interest rate equals to the average 30-year Treasury bond yield for the middle month of the quarter preceding distribution.

Certain employees who transferred from a non-mobility bargained pension plan may be eligible for a lump sum form of payment in lieu of the normal form of retirement benefit with the appropriate spousal consent. Effective March 31, 2008, retirement eligible employees also have a lump sum option. Benefits will be converted to lump sums based on an interest rate equal to the average 30-year Treasury bond yield for the middle month of the quarter preceding distribution and the mortality rates in Revenue Ruling 2001-62. Some of these employees have a SPA which will be paid in the event that it is greater than the present value of their accrued benefit at termination. Effective January 1, 2013, the applicable mortality table used for conversion will be the 417(e)(3) PPA mortality and the applicable interest rate used for conversion will be the 417(e)(3) PPA Interest Rate at phased-in at the minimum required rate. The applicable interest rate lookback month will be the middle month of the calendar quarter preceding distribution.

For determining the minimum lump sum under 417(e)(3), the interest rate lookback month will be November of the year preceding distribution.

Benefits not valued

No benefits are excluded that would materially affect the liabilities.

Pension band amounts

The tables on the following pages present Pension Band Amounts for various band numbers, and age at commencement. The column that applies for age 65 always applies for Termination Benefits.

Monthly pension band amounts
Mobility Bargained Program

For participants who terminate employment on or after January 1, 2012

Pension band	Under age 55	Age 55 through 59	Age 60 and over	Pension band	Under age 55	Age 55 through 59	Age 60 and over
1589 & 1789	$10.09	$11.02	$11.67	1515 & 1715	$33.77	$36.86	$39.05
1590 & 1790	10.94	11.94	12.65	1516 & 1716	34.65	37.84	40.08
1591 & 1791	11.90	12.98	13.73	1517 & 1717	35.57	38.84	41.14
1592 & 1792	12.74	13.91	14.74	1518 & 1718	36.43	39.76	42.11
1593 & 1793	13.65	14.91	15.80	1519 & 1719	37.42	40.88	43.28
1594 & 1794	14.55	15.90	16.84	1520 & 1720	38.40	41.89	44.38
1595 & 1795	15.45	16.88	17.87	1521 & 1721	39.26	42.86	45.39
1596 & 1796	16.32	17.83	18.89	1522 & 1722	40.20	43.88	46.49
1597 & 1797	17.22	18.79	19.91	1523 & 1723	41.17	44.93	47.62
1598 & 1798	18.08	19.73	20.92	1524 & 1724	42.03	45.87	48.60
1599 & 1799	19.08	20.85	22.06	1525 & 1725	42.99	46.93	49.71
1500 & 1700	19.95	21.78	23.07	1526 & 1726	43.93	47.95	50.80
1501 & 1701	20.89	22.78	24.16	1527 & 1727	44.84	48.94	51.84
1502 & 1702	21.77	23.76	25.20	1528 & 1728	45.67	49.86	52.83
1503 & 1703	22.66	24.75	26.23	1529 & 1729	46.62	50.90	53.93
1504 & 1704	23.57	25.75	27.26	1530 & 1730	47.62	51.99	55.07
1505 & 1705	24.51	26.78	28.34	1531 & 1731	48.48	52.92	56.08
1506 & 1706	25.48	27.82	29.44	1532 & 1732	49.42	53.96	57.18

Monthly pension band amounts
Mobility Bargained Program

For participants who terminate employment on or after January 1, 2012

Pension band	Under age 55	Age 55 through 59	Age 60 and over	Pension band	Under age 55	Age 55 through 59	Age 60 and over
1507 & 1707	26.37	28.78	30.49	1533 & 1733	50.34	54.96	58.21
1508 & 1708	27.28	29.78	31.54	1534 & 1734	51.21	55.89	59.20
1509 & 1709	28.25	30.89	32.70	1535 & 1735	52.19	56.95	60.33
1510 & 1710	29.17	31.81	33.70	1536 & 1736	53.13	58.00	61.46
1511 & 1711	29.98	32.76	34.69	1537 & 1737	54.11	59.08	62.59
1512 & 1712	30.94	33.74	35.77	1538 & 1738	55.07	60.14	63.69
1513 & 1713	31.87	34.80	36.86	1539 & 1739	56.07	61.17	64.81
1514 & 1714	32.81	35.82	37.93	1540 & 1740	57.00	62.24	65.92

Summary of Plan Provisions
Bargained Cash Balance Program of the AT&T Component Part of the AT&T/WarnerMedia Pension Benefit Plan

Employees eligible for participation

Any bargaining unit employee who is a member of a collective bargaining unit that has agreed to the terms of the BCB. If not a member at the time of agreement, the employee will become a participant on the day after completing one year of Period of Service.

Current bargaining units that have employees in the BCB program: AT&T Corp. (includes former SBC Global Services Inc.) (CA/NV and Customer Operations Specialists), AT&T Services, Inc. (National Internet Contract) - Tier 2.

Definitions

Period of service

The period from date of hire to severance from employment.

Vesting service

Vesting service is calculated on an elapsed time basis. For actives on January 1, 2010, accrued benefits will now be vested after three years.

Pension compensation

The sum of a participant's:

- Actual base pay
- Group incentive compensation (e.g., Team Award, STIP, etc.)
- Individual nondiscretionary incentive compensation (e.g., commissions)
- Individual Discretionary Awards (IDA)
- Success Sharing Plan payments that are not contributed to an HRA

Additional compensation (e.g., shift differentials, lump wages, etc.) is included for certain bargaining units.

Cash Balance benefit

The Cash Balance benefit earns benefit credits and interest credits as follows:

- **Benefit credits**
  5% of monthly pension compensation credited monthly.
- **Interest credits**
  Interest is credited to the Cash Balance Account monthly, and the effective annual rate is based on the average 30-year Treasury bond yield for the middle month of the prior quarter.

Forms of payment

If a participant terminates for any reason with at least 3 years of vesting service, they are eligible to receive their cash balance account in one of the available payment forms.

The normal form is a straight life annuity. The automatic form of payment for a Participant who is married at the benefit commencement date is a reduced qualified joint and survivor annuity, with 50% of the benefit continuing to the surviving spouse upon the earlier death of the Participant.

In lieu of the automatic form of payment, a Participant may elect, with the proper spousal consent, to receive an actuarial equivalent retirement benefit in the form of a single life annuity, a 75% joint and survivor annuity or, alternatively, a single lump sum payment of their cash balance account.

Cash balance accounts are converted to an annuity using the GATT mortality table (IRS Applicable Mortality Table pursuant to IRS RR2001-62) and the interest crediting rate at the time of conversion.

In case of death, the beneficiary can receive the cash balance amount at time of death in form of a lump sum payment.

Benefits not valued

No benefits are excluded that would materially affect the liabilities.

Summary of Plan Provisions
DIRECTV Program of the AT&T Component Part of the AT&T/WarnerMedia Pension Benefit Plan
Contributory Benefits of the DIRECTV Program

Employees eligible for participation

Any hourly or salaried U.S. employee of DIRECTV hired before August 2, 1990 is eligible to participate provided the employee completes one year of service and elected in writing by December 21, 1990 to participate in the contributory benefits structure set forth in this section.

No Contributory benefits will accrue after November 30, 2019. All Contributory participants will accrue under the Cash Balance benefit starting December 1, 2019.

Definitions

Benefit accrual service
For purposes of determining the participant's Accrued Benefit, Benefit Accrual Service shall include each month that the participant is employed by the company and contributes to the plan. As of July 1, 2010, contributions are no longer required to be made for purposes of determining Benefit Accrual Service.

Continuous service
For purposes of determining the participant's eligibility for benefits, Continuous Service is uninterrupted employment with DIRECTV or a member of the parent-subsidiary group within the controlled group.

Vesting service
Vesting service is based on Continuous Service beginning with the participant's hire date. Accrued benefits are vested after completing three years of Vesting Service. Participant contributions, with interest, are always vested.

Projected benefit accrual service
Projected Benefit Accrual Service is calculated by projecting the Benefit Accrual Service to the participant's Normal Retirement Date.

Primary insurance amount
The Primary Insurance Amount for a Plan Year is the amount of the participant's primary Social Security benefit at age 65, projected as if the law in effect as of the end of the Plan Year remains in effect until the participant's date of termination.

Pensionable Pay
For purposes of determining the accrued benefit, Pensionable Pay includes base pay, company-paid time off (including vacation, holidays, bereavement, sick leave, jury duty, and military training), shift differential, overtime, bonuses, sales commissions, and certain company incentives.

Participant contributions

For a participant to earn Benefit Accrual Service, a Participant Contribution defined as 3.0% of Pensionable Pay is required to be made to the plan on an after-tax basis. As of July 1, 2010, Participant Contributions are no longer required or allowed.

Rule of 75

A participant has reached the Rule of 75 when the sum of the participant's whole years of continuous service and whole years of age is at least 75, and the participant is at least 55 years of age as of their separation from service.

Final average monthly compensation

For purposes of determining the accrued benefit, a participant's Final Average Monthly Compensation is defined as the average monthly Pensionable Pay during the highest-paid five years, out of the last 10 consecutive years worked. If the participant has less than 5 years of employment, Final Average Monthly Compensation means the average monthly Pensionable Pay for all years worked.

Final average compensation benefit

A monthly benefit, equal to the following:

- The product of 1.75% of Final Average Monthly Compensation and Benefit Accrual Service, reduced by
- The product of 1.50% of the monthly Primary Insurance Amount, Projected Benefit Accrual Service limited to 33-1/3 years, and the ratio of Benefit Accrual Service over Projected Benefit Accrual Service

Minimum benefit

A monthly benefit, equal to the product of the following:

- the sum of $13.00 and 0.50% of Final Average Monthly Compensation
- Benefit Accrual Service

Career average benefit

A monthly benefit, equal to the sum of the following:

- Monthly accrued benefit as of December 31, 1985,
- $1/12^{th}$ of 1.0% of Annual Pensionable Pay up to $3,600 for each plan year after December 31, 1985,
- $1/12^{th}$ of 2.0% of Annual Pensionable Pay in excess of $3,600 for each plan year after December 31, 1985.

Retirement benefit

Eligibility

Termination from employment with a vested benefit and at least age 55.

Accrued Benefit

Monthly benefit equal to the greater of:

- the Final Average Compensation Benefit.
- the Minimum Benefit.
- the Career Average Benefit.

Reduction

After meeting eligibility for a Retirement Benefit, a participant receives a monthly pension, payable for life, equal to the sum of the Actuarially Equivalent amount of the Accrued Benefit at age 65 attributable to employer contributions, and the participant's contributions, with interest. The benefit is unreduced if the participant has reached the Rule of 75.

Withdrawal of contributions

At any time after termination from employment and prior to the commencement of a benefit, a participant may withdraw contributions made to the plan, with interest. Withdrawal of contributions and interest will reduce the monthly benefit received at commencement. Spousal consent is required for withdrawal of contributions.

Date payments begin

The benefit commences on the first day of the month following (if not coincident with) the date of retirement, or a later date if elected by the participant, no later than age 65.

Refund of participant contributions

In the event of a participant's death after the commencement of the Retirement Benefit, the designated beneficiary shall receive an amount equal to the excess, if any, of the participant's contributions, with interest, over the aggregate of all Retirement Benefit payments made until date of death.

Cost of Living Adjustment (COLA)

For participants terminating from employment on or after age 55, the monthly benefit amount received after commencement will be adjusted annually based on changes in the cost of living. The Cost of Living Adjustment (COLA) is based on the Consumer Price Index for September of the previous plan year, and is made each January 1st. The COLA can be either positive or negative, but can never increase or decrease more than 4.0%. Additionally, the benefit received can never be less than the amount originally received at commencement. A participant must commence by December 1 to be eligible for a COLA for the following January 1.

Deferred vested pension

Eligibility

Termination of employment after completing at least 3 years of Vesting Service, but prior to reaching eligibility for a Retirement Benefit. Eligibility for the Accrued Benefit derived by contributions made by the participant is not subject to the Vesting Service requirement.

Benefit

The monthly benefit, payable as a single life annuity starting at age 65, equals the participant's Accrued Benefit on the date of termination from employment.

Date payments begin

A participant who terminates employment and is eligible for a Deferred Vested Pension receives a benefit commencing at age 65, or starting on or after age 55, subject to actuarial reduction.

Survivor benefit

Eligibility

Surviving spouse or designated beneficiary of an active vested or deferred vested participant in the event of the participant's death.

Benefit

The monthly Accrued Benefit as of the date of the participant's death. The spouse of a participant whose death came before early retirement eligibility shall receive a benefit calculated as if the participant retired at the earliest possible date, elected to receive the 50% joint and survivor annuity form of payment and died the next day. The spouse of a participant whose death came when already eligible for early retirement shall receive a benefit calculated as if the participant elected to retire and receive a 100% joint and survivor annuity form of payment on the date prior to death. If commencement is prior to the participant's 65th birthday, and before the date the participant would have become eligible for retirement benefits, the benefit is actuarially reduced.

If the participant was not married or not vested at time of death, the participant's contributions, with interest, are to be paid in a lump sum to the designated beneficiary.

Forms of payment

The normal form of payment is a single life annuity. The automatic form of payment for a participant who is married at the benefit commencement date is a 50% joint and survivor annuity.

In lieu of the automatic form of payment, a married participant may elect, subject to the consent of the spouse, to receive an actuarial equivalent retirement benefit in the form of a single life annuity, 75% or 100% joint and survivor annuity, 5-year temporary modified cash refund, 5-year or 10-year certain and life annuity, 5-year or 10-year period certain annuity, or a social security adjustment option annuity.

The portion of the benefit attributed to Participant Contributions, with interest, may be taken as a lump sum.

Summary of Plan Provisions
DIRECTV Program of the AT&T Component Part of the AT&T/WarnerMedia Pension Benefit Plan
Non-Contributory Benefits of the DIRECTV Program

Employees eligible for participation

Any U.S. employee of DIRECTV is eligible to become a participant after one year of service. Those hired before August 1, 1990 were eligible on January 1, 1991, provided they never contributed to the plan for the benefits described in the Contributory benefits section above. Employees hired on or after December 1, 2001 are only eligible for the Cash Balance Benefit described below.

Employees hired or rehired on or after January 1, 2016 are not eligible to participate in the Plan.

The accrued benefits of bargained participants in the DIRECTV Program ceasing to be eligible for the DIRECTV Program and transferring to BCB2 will be frozen on the effective date of their transfer to BCB2. Interest credits will continue for their DIRECTV Program accrued benefits.

Any bargained employee from a participating bargaining unit (and associated NMNUs) hired/rehired according to the dates below will cease to be eligible for the DIRECTV Program.

- IBEW (DIRECTV Techs) (effective January 1, 2017)
- IBEW (DIRECTV Call Center – Mobility Yellow) (effective January 1, 2017)
- CWA District 3 (DIRECTV – Southeast Core Contract) (effective June 1, 2017)
- CWA District 4 (DIRECTV – Midwest Core Contract) (effective June 1, 2017)
- CWA District 6 (DIRECTV – Southwest Core Contract) (effective June 1, 2017)
- CWA (except Districts 3 and 6) (DIRECTV Call Center – Mobility Orange) (effective June 1, 2017)
- CWA District 3 (DIRECTV Call Center – Mobility Black) (effective June 1, 2017)
- CWA District 6 (DIRECTV Call Center – Mobility Purple) (effective June 1, 2017)
- CWA National Internet Contract – Tier 2 (DIRECTV Technical Support) (effective June 1, 2017)
- CWA AT&T Core Contract (DIRECTV OOR Techs) (effective June 1, 2017)
- CWA District 9 (DIRECTV – West Core Contract) (effective January 1, 2018)

Definitions

Benefit accrual service

For purposes of determining the participant's Accrued Benefit, Benefit Accrual Service shall include each month that the participant is employed by the company.

Continuous service

For purposes of determining the participant's eligibility for benefits, Continuous Service is uninterrupted employment with DIRECTV or a member of the parent-subsidiary group within the controlled group.

Vesting service

Vesting service is based on Continuous Service beginning with the participant's hire date. Accrued benefits are vested after completing three years of Vesting Service.

Pensionable Pay

For purposes of determining the accrued benefit, Pensionable Pay includes base pay, company-paid time off (including vacation, holidays, bereavement, sick leave, jury duty, and military training), shift differential, overtime, bonuses, sales commissions, and certain company incentives.

Final average monthly compensation

For purposes of determining the accrued benefit, a participant's Final Average Monthly Compensation is defined as the average monthly Pensionable Pay during the highest-paid five years, out of the last 10 consecutive years worked. If the participant has less than 5 years of employment, Final Average Monthly Compensation means the average monthly Pensionable Pay for all years worked.

Social Security retirement age

For purposes of determining retirement benefit eligibility, a participant's Social Security Retirement Age is 65 if born prior to 1938, 66 if born between 1938 and 1954, and 67 if born after 1954.

Non-Contributory benefit

A monthly benefit, equal to the following:

- The sum of 1.50% of Final Average Monthly Compensation multiplied by Benefit Accrual Service up to 35 years, and 0.50% of Final Average Monthly Compensation multiplied by Benefit Accrual Service in excess of 35 years, reduced by
- The product of 0.60% of the lesser of monthly Social Security Covered Compensation and Final Average Monthly Compensation, and Benefit Accrual Service up to 35 years.

No Non-Contributory benefits will accrue after November 30, 2019. All Non-Contributory participants will only accrue benefits under the Cash Balance benefit starting December 1, 2019.

Cash Balance Benefit

A cash balance account where the opening account balance is equal to the following:

- Zero for Contributory and Non-Contributory participants on December 1, 2019
- 3.0% of Pensionable Pay from date of hire to date of participation, for employees who participate on or after July 1, 2010.
- 3.0% of monthly base pay on the date of participation multiplied by the number of whole months between hire date and participation date, for employees who participate on or after December 1, 2007, and before July 1, 2010.
- 2.0% of monthly base pay on the date of participation multiplied by the number of whole months between the later of December 1, 2006 and date of hire, and participation date, for employees who participate on or after December 1, 2006 and before December 1, 2007
- The sum of annual base pay and calendar year 2000 bonus or result-sharing paid in 2001, multiplied by the sum of service used to calculate the Non-Contributory Benefit through November 30, 2001 and up to one year of service before plan participation began, for employees who participate before December 1, 2001
- Employees who participate on or after December 1, 2001 and before December 1, 2006 do not receive an opening account balance since they receive company contribution credits upon their hire date.

The initial account balance of the Cash Balance Benefit is further increased by Company Contribution Credits and Interest Credits as follows:

- **Company contribution credit**
  Company contributions to the Cash Balance Benefit account are made on a monthly basis and are equal to a percentage of monthly Pensionable Pay.

The percentage amount is based on years of service and participation date as follows:

- For participation dates on or after December 1, 2007:
  - 3.0% for year of service between 1 and 3,
  - 3.5% for years of service between 3 and 5, and
  - 4.0% for years of service 5 and after
- For participation dates on or after December 1, 2006, and before December 1, 2007:
  - 2.0% for year of service between 1 and 3,
  - 3.0% for years of service between 3 and 5, and
  - 4.0% for years of service 5 and after
- For participation dates before December 1, 2006: 4.0% for all years of service.

- **Interest credit**
  Interest is credited monthly to the account balance of the Cash Balance Benefit, at a rate based on the lesser of the 30-year Treasury bond yield for the month of August or October, prior to the plan year.

- **Retirement enhancement**
  Participants eligible to receive the Cash Balance Benefit are subject to an enhancement of the Cash Balance Benefit account balance if the participant terminates employment within 3 years of Social Security Retirement Age, with at least 10 years of Continuous Service.

Retirement benefit

Eligibility
Termination from employment with a vested benefit and at least age 55.

Accrued benefit
For participants hired before December 1, 2001, the Accrued Benefit is the greater of:

- the Non-Contributory Benefit
- the Cash Balance Benefit.

For participants hired after November 30, 2001, the Accrued Benefit is the Cash Balance Benefit.

Reduction for Non-Contributory benefit
After meeting eligibility for a Retirement Benefit, a participant receives a monthly pension, payable for life, equal to the greater of the Actuarially Equivalent of the Accrued Benefit, or the Accrued Benefit, reduced by ½% for each month that the commencement date precedes the participant's Social Security Retirement Age. The benefit is unreduced if the participant is within 3 years of Social Security Retirement Age and has at least 10 years of Continuous Service.

Date payments begin
The benefit commences on the first day of the month following (if not coincident with) the date of retirement, or a later date if elected by the participant.

Deferred vested pension

Eligibility
Termination of employment after completing at least 3 years of Vesting Service, but prior to reaching eligibility for a Retirement Benefit.

Benefit
The monthly benefit, payable as a single life annuity, equals the participant's Accrued Benefit on the date of termination from employment.

Date payments begin
A participant who terminates employment and is eligible for a Deferred Vested Pension may receive a benefit prior to age 65. The Non-Contributory Benefit is subject to actuarial reduction for commencement prior to Social Security Retirement Age.

Survivor benefit

Eligibility

Surviving spouse of an active vested or deferred vested participant in the event of the participant's death.

Benefit

The monthly Accrued Benefit as of the date of the participant's death. The spouse of a participant whose death came before early retirement eligibility shall receive a benefit calculated as if the participant retired at the earliest possible date, elected to receive the 50% joint and survivor annuity form of payment and died the next day. The spouse of a participant whose death came when already eligible for early retirement shall receive a benefit calculated as if the participant elected to retire and receive a 100% joint and survivor annuity form of payment on the date prior to death. If commencement is prior to the participant's 65th birthday, and before the date the participant would have become eligible for retirement benefits, the benefit is actuarially reduced.

If the Accrued Benefit as of the date of the participant's death would be the Cash Balance Benefit, the surviving spouse is eligible to receive a lump sum of the account balance or a corresponding annuity payment option.

Forms of payment

The normal form of payment is a single life annuity. The automatic form of payment for a participant who is married at the benefit commencement date is a 50% joint and survivor annuity.

In lieu of the automatic form of payment, a married participant may elect, subject to the consent of the spouse, to receive an actuarial equivalent retirement benefit in the form of a single life annuity, 75% or 100% joint and survivor annuity, 10-year certain and life annuity, 10-year period certain annuity, or a lump sum.

The lump sum benefit under the Cash Balance Benefit is equal to the Cash Balance Account.

Summary of Plan Provisions
Bargained Cash Balance 2 Program of the AT&T Component Part of the AT&T/WarnerMedia Pension Benefit Plan

Employees eligible for participation

Any bargained employee from a participating bargaining unit (and associated NMNUs) hired/rehired according to the dates below will become a participant on the day after completing one year of Participation Service.

- CWA (AT&T Services, Inc. (National Internet Contract), Tier 1) (since Jan. 1, 2007), no lump sum
- CWA District 6 (AT&T Mobility Services LLC – Mobility Purple) (effective Jan.1, 2009), lump sum eligible
- CWA (except Districts 3 and 6) (AT&T Mobility Services LLC – Mobility Orange) (effective Jan. 1, 2010), no lump sum
- CWA District 4 (AT&T Midwest Core Contract) (including Appendix G) (effective Jan. 1, 2010 for hires/rehires on or after Aug. 9, 2009), lump sum eligible
- CWA District 4 (AT&T Corp. (includes former SBC Global Services, Inc.), COS) (effective Jan. 1, 2010 for hires/rehires on or after Aug. 9, 2009), lump sum eligible
- CWA District 9 (AT&T West Core Contract) (effective Jan. 1, 2010 for hires/rehires on or after Aug. 9, 2009), lump sum eligible
- IBEW System Council T-3 (AT&T Core Contract) (effective Jan. 1, 2010 for hires/rehires on or after Aug. 9, 2009), lump sum eligible
- IBEW System Council T-3 (AT&T Midwest Core Contract) (effective Jan. 1, 2010 for hires/rehires on or after Aug. 9, 2009), lump sum eligible
- IBEW Local 1269 (Pacific Bell Telephone Company) (effective Jan. 1, 2010 for hires/rehires on or after Aug. 9, 2009), lump sum eligible
- CWA (AT&T Core Contract) (effective April 1, 2010 for hires/rehires on or after Aug. 9, 2009), lump sum eligible
- CWA District 6 (AT&T Southwest Core Contract) (effective April 1, 2010 for hires/rehires on or after Aug. 9, 2009), lump sum eligible
- IBEW Local 21 (AT&T Corp. (includes former SBC Global Services, Inc.)) (effective April 1, 2010 for hires/rehires on or after Aug. 9, 2009), lump sum eligible
- IBEW Local 58 (AT&T Corp. (includes former SBC Global Services, Inc.)) (effective April 1, 2010 for hires/rehires on or after Aug. 9, 2009), lump sum eligible
- IBEW Local 134 (AT&T Corp. (includes former SBC Global Services, Inc.)) (effective April 1, 2010 for hires/rehires on or after Aug. 9, 2009), lump sum eligible
- CWA District 3 (AT&T Southeast Core Contract) (effective Jan. 1, 2011 for hires/rehires on or after Aug. 9, 2009), lump sum eligible
- CWA District 3 (AT&T Billing Southeast) (effective Jan. 1, 2011 for hires/rehires on or after Aug. 9, 2009), lump sum eligible
- CWA District 3 (BellSouth Telecommunications, LLC – Internet Services & Utility Ops) (effective Jan. 1, 2011 for hires/rehires on or after Aug. 9, 2009), lump sum eligible
- CWA District 1 (AT&T East Core Contract) (effective Jan. 1, 2011 for hires/rehires on or after Aug. 9, 2009), lump sum eligible
- CWA District 3 (AT&T Mobility Services LLC – Mobility Black) (effective Jan. 1, 2011, for hires/rehires/transfers before Jan. 1, 2015), no lump sum
- CWA (AT&T Services, Inc. (National Internet Contract), Tier 2) (effective June 1, 2011 for hires/rehires on or after January 1, 2011), no lump sum

- IBEW Local 1547 (AT&T Mobility Services LLC – Mobility Blue) (effective June 1, 2011 for hires/rehires/transfers on or after June 1, 2011 but before Jan. 1, 2016), no lump sum
- IBEW Local 1547 (Alascom, Inc.) (effective Jan. 1, 2012 for hires/rehires on or after January 1, 2012), no lump sum
- CWA District 3 (AT&T Southeast Core Contract) (effective April 1, 2013 for individuals employed as Wire Technicians), lump sum eligible
- CWA District 9 (AT&T Corp. (includes former SBC Global Services, Inc.) – CA/NV) (effective Jan. 1, 2014 for hires/rehires on or after Jan. 1, 2014), lump sum eligible
- CWA District 3 (BellSouth Telecommunications, LLC - Utility Operations) (effective June 1, 2016 for hires/rehires prior to Aug. 9, 2009), lump sum eligible
- IBEW (DIRECTV Techs) (effective January 1, 2017), lump sum eligible
- IBEW (DIRECTV Call Center – Mobility Yellow) (effective January 1, 2017), lump sum eligible
- CWA District 3 (DIRECTV – Southeast Core Contract) (effective June 1, 2017), lump sum eligible
- CWA District 4 (DIRECTV – Midwest Core Contract) (effective June 1, 2017), lump sum eligible
- CWA District 6 (DIRECTV – Southwest Core Contract) (effective June 1, 2017), lump sum eligible
- CWA (except Districts 3 and 6) (DIRECTV Call Center – Mobility Orange) (effective June 1, 2017), no lump sum
- CWA District 6 (DIRECTV Call Center – Mobility Purple) (effective June 1, 2017), lump sum eligible
- CWA National Internet Contract – Tier 2 (DIRECTV Technical Support) (effective June 1, 2017), no lump sum
- CWA AT&T Core Contract (DIRECTV OOR Techs) (effective June 1, 2017), lump sum eligible
- CWA District 9 (DIRECTV – West Core Contract) (effective January 1, 2018), lump sum eligible

Effective January 1, 2020, IBEW Local 1547 (AT&T Mobility Services LLC – Mobility Blue) participants in the BCB2 will no longer earn additional benefit credits in their cash balance.

Definitions

Vesting service

Vesting service is calculated on an elapsed time basis. Accrued benefits will now be vested after three years.

Eligible compensation

The sum of a participant's:

- Actual base pay
- Group incentive compensation (e.g., Team Award, STIP, etc.)
- Individual nondiscretionary incentive compensation (e.g., commissions)
- Individual Discretionary Awards (IDA)
- Lump sum special payments
- Success Sharing Plan payments that are not contributed to an HRA
- Target Incentive Compensation

Cash balance benefit

After completing one year of Participation Service, the Cash Balance benefit earns basic credits, interest credits and supplemental credits as follows:

- **Basic credits**
  The basic credit equals eligible compensation multiplied by the age credit factor. The age credit factor is based on attained age at the end of the month in which credits are applied from the following age credit factor table (except as specified below):

Attained age	Age credit factor
under 30	1.75%
30-36	2.25%
37-43	2.75%
44-49	3.25%
50 & over	4.00%

For the corresponding programs and effective dates detailed below, the following age credit factor table applies:

Attained age	Age credit factor
under 30	1.77%
30-36	2.27%
37-43	2.78%
44-49	3.28%
50 & over	4.04%

- Effective January 1, 2013, for the participants represented by the following: CWA (AT&T Core Contract), CWA District 4 (AT&T Midwest Core Contract), CWA District 4 (AT&T Corp. (includes former SBC Global Services, Inc.) (COS)), CWA District 3 (AT&T Southeast Core Contract), CWA District 3 (BellSouth Telecommunications, LLC (Utility Operations)), CWA District 3 (AT&T Billing Southeast, LLC), CWA District 9 (AT&T West Core Contract), and IBEW Local 1269 (Pacific Bell Telephone Company).

- Effective January 1, 2014, for the participants represented by the following: CWA District 6 (AT&T Southwest Core Contract), CWA District 1 (AT&T East Core Contract), IBEW System Council T-3 (AT&T Core Contract), IBEW System Council T-3 (AT&T Midwest Core Contract), IBEW Local 21 (AT&T Corp. (includes former SBC Global Services, Inc.)), IBEW Local 58 (AT&T Corp. (includes former SBC Global Services, Inc.)), IBEW Local 134 (AT&T Corp. (includes former SBC Global Services, Inc.)), and CWA District 9 (AT&T Corp. (includes former SBC Global Services, Inc.) – CA/NV).

- Effective January 1, 2015, for the participants represented by the following: CWA (AT&T Services, Inc. (National Internet Contract), Tier 1), and CWA (AT&T Services, Inc. (National Internet Contract), Tier 2)

- **Interest credits**
  Interest is credited to the cash balance account monthly at an effective annual rate of 4.5%.

- **Supplemental credits**
  The Supplemental credits equals eligible compensation in excess of the Social Security Wage Base, if any, multiplied by 2%.

Forms of payment

If a participant terminates for any reason with at least 3 years of vesting service, they are eligible to receive their cash balance account in one of the available payment forms.

The normal form is a straight life annuity. The automatic form of payment for a Participant who is married at the benefit commencement date is a reduced qualified joint and survivor annuity, with 50% of the benefit continuing to the surviving spouse upon the earlier death of the Participant. Cash balance accounts are converted to an annuity based on GATT mortality (IRS Applicable Mortality Table pursuant to IRS RR2001-62) and a 5% interest crediting rate.

In lieu of the automatic form of payment, a Participant may elect, with the proper spousal consent, to receive an actuarial equivalent retirement benefit in the form of a single life annuity or a 75% joint and survivor annuity. Effective January 1, 2010, if allowed under their current contract, participants may elect to receive a lump sum benefit.

In case of death, the beneficiary receives 50% of the benefit, as if the participant had elected a 50% qualified joint and survivor at the time of death.

Benefits not valued

No benefits are excluded that would materially affect the liabilities.

Summary of Plan Provisions
Management Cash Balance Program of the AT&T Component Part of the AT&T/WarnerMedia Pension Benefit Plan

Employees eligible for participation

Any US domestic management employee hired/rehired on or after January 1, 2006 for AT&T Mobility and January 1, 2007 for all other participating companies will become a participant the day after completing one year of Participation Service. This program was closed to new hires and rehires on or after January 1, 2015.

DIRECTV management employees with hire dates prior to January 1, 2016 transferring to an AT&T management position after July 24, 2015 will become an eligible employee under this program.

Definitions

Vesting service

Vesting service is calculated on an elapsed time basis. Accrued benefits are vested after three years.

Eligible compensation

The sum of a participant's:

- Actual base pay
- Group incentive compensation (e.g., Team Award, STIP, etc.)
- Individual nondiscretionary incentive compensation (e.g., commissions)
- Individual Discretionary Awards (IDA)
- Lump sum special payments
- Short Term Incentive Plan payments, paid on or after January 1, 2010, for participants promoted to officer level on or after January 1, 2009

Cash balance benefit

After completing one year of Participation Service, the Cash Balance benefit earns basic credits, interest credits and supplemental credits as follows:

- **Basic credits**

  The basic credit equals eligible compensation multiplied by the age credit factor. The age credit factor is based on attained age at the end of the month in which credits are applied from the following age credit factor table:

Attained age	Age credit factor
under 30	1.75%
30-36	2.25%
37-43	2.75%
44-49	3.25%
50 & over	4.00%

- **Interest credits**
  Interest is credited to the cash balance account monthly at an effective annual rate of 4.5%.

- **Supplemental credits**
  The Supplemental credits equals eligible compensation in excess of the Social Security Wage Base, if any, multiplied by 2%.

Forms of payment

If a participant terminates for any reason with at least 3 years of vesting service, they are eligible to receive their cash balance account in one of the available payment forms.

The normal form is a straight life annuity. The automatic form of payment for a Participant who is married at the benefit commencement date is a reduced qualified joint and survivor annuity, with 50% of the benefit continuing to the surviving spouse upon the earlier death of the Participant.

In lieu of the automatic form of payment, a Participant may elect, with the proper spousal consent, to receive an actuarial equivalent retirement benefit in the form of a single life annuity or a 75% joint and survivor annuity or lump sum.

Cash balance accounts are converted to an annuity based on GATT mortality (IRS Applicable Mortality Table pursuant to IRS RR2001-62) and a 5% interest crediting rate.

In case of death, the beneficiary receives 50% of the benefit, as if the participant had elected a 50% qualified joint and survivor at the time of death. The beneficiary may elect a lump sum.

A Lump Sum Offer (LSO) was provided to participants meeting the Modified Rule of 75 as of December 30, 2013, provided they terminate employment by December 30, 2013 unless they are metered. The amount of the LSO lump sum was based on the full accrued benefit and calculated using an August 2012 lookback month for the lump sum conversion basis, if greater than the plan actuarial equivalence.

An Enhanced Pension Offer (EPO) was provided to participants who are Management Employees as of December 10, 2014, as long as they do not become a Bargaining Unit Employee prior to termination and meet the Modified Rule of 75 as of March 31, 2015. Participants who elect the EPO must terminate employment by March 31, 2015 and elect an Annuity Starting Date of April 1, 2015, unless they are metered. The amount of the EPO benefit is their normal pension benefit under the Plan, increased by 10%.

Benefits not valued

No benefits are excluded that would materially affect the liabilities.

Summary of Plan Provisions
WarnerMedia Component Part of the AT&T/WarnerMedia Pension Benefit Plan

Effective date

The original effective date of the Plan was January 1, 1954 established as the Time Employees' Pension Plan under predecessor Time Incorporated. The plan was renamed the Time Warner Employees' Pension Plan effective June 15, 1990. As of January 1, 2000, all assets and liabilities for participants of the Retirement Income Plan for Employees of Book-of-the-Month Club, Inc., the Southern Progress Pension Plan, the Sunset Publishing Corporation Pension Plan, the Time Distribution Services Retirement Plan, the Turner Entertainment Co. Frozen Defined Benefit Retirement Plan, the TWI/Music Pension Plan, the Warner Publishing Pension Plan, and the WEA Manufacturing Pension Plan were merged into the Time Warner Employees' Pension Plan and the plan was renamed the Time Warner Pension Plan – TWI. Effective Jan. 11, 2001, AOL Time Warner Inc. became the plan sponsor and the plan was renamed the Time Warner Pension Plan – AOLTW. On January 1, 2004, the Time Warner Pension Plan – TWE was merged into the Time Warner Pension Plan – AOLTW and the plan was renamed the Time Warner Pension Plan. As a result of the merger of Time Warner into AT&T, the plan was renamed the Warner Media, LLC Pension Plan in August 2018. On October 29, 2019, the name of the plan was changed to the AT&T/WarnerMedia Pension Benefit Plan. Effective December 31, 2019, the AT&T Pension Benefit Plan merged into the AT&T/WarnerMedia Pension Benefit Plan and the former Warner Media, LLC Plan became the WarnerMedia Component Part of the Plan. The provisions reflected in this report were used to value the Plan and may, in some instances, differ from the Plan.

Plan year

January 1 through December 31

Contributions

The Company will, from time to time, pay to the Trustee such sums of money as the enrolled actuary shall certify as the amounts necessary to provide the retirement income benefits specified by the Plan and to prevent the Plan from having an accumulated funding deficiency within the meaning of IRC Section 430. The Company may also provide additional sums of money to the Trustee as deemed appropriate.

Employee contributions are neither required nor permitted under the Plan.

Expenses

All reasonable expenses incurred in connection with the administration of the Plan and the Trust are paid by the fund to the extent they are not paid by the Company.

Changes as of December 31, 2019

- During the limited-time 2019 lump sum window, participants that terminated employment before December 31, 2018 could receive a lump sum of their accrued benefit.
- On October 29, 2019, the name of the plan was changed to the AT&T/WarnerMedia Pension Benefit Plan.
- Effective December 31, 2019, the AT&T Pension Benefit Plan merged into the AT&T/WarnerMedia Pension Benefit Plan and the former Warner Media, LLC Plan became the WarnerMedia Component Part of the Plan.

Employees eligible for participation

Any regular salaried full-time or part-time employee of an Employing Company paid on the U.S. payroll and not covered by a collective bargaining agreement (unless the agreement provides for participation) is eligible to participate in the Plan. Temporary and hourly employees who work at least 1,000 hours a year are eligible to participate in the Plan. Employees hired after June 30, 2009 and all others who were not participants by June 30, 2010 are not eligible to participate in the Plan.

Definitions

Vesting service

Vesting service is computed on an elapsed time basis from date of hire by an Employing Company or Affiliate and includes any period for which severance payments from an Employing Company or Affiliate are received. Temporary and hourly employees are credited with a year of Vesting Service for each calendar year that 1,000 hours are worked.

Benefit service

For purposes of determining the participant's Accrued Benefit, Benefit Service includes the years and partial years (measured in months) of service with any Employing Company calculated from date of hire. A month of service is credited for any month the employee completes an hour of service. Temporary and hourly employees are credited with a year of Benefit Service for each calendar year that 1,000 hours are worked. Benefit Service is frozen as of June 30, 2010.

Compensation

For purposes of determining the Accrued Benefit, Compensation includes regular earnings including any bonus paid pursuant to a regular program, overtime or shift differential, commissions, elective 401(k) deferrals, contributions to a transportation reimbursement account and pre-tax contributions to an IRC section 125 plan. Compensation excludes any extra or additional compensation, deferred compensation, severance payments, and any compensation paid after December 31, 2013. Compensation is limited to the IRC Section 401(a)(17) compensation limits. Compensation shall not include any amounts attributable to services provided prior to the date an Employee became a Participant in the Plan.

Average Compensation

A participant's Average Compensation is the average of the highest five consecutive full calendar years of Compensation (or all years and partial years if fewer than five years available). Compensation in the final partial calendar year will be used instead of Compensation in the first of the five years if it results in a higher average. Average Compensation is frozen as of December 31, 2013.

Covered Compensation
Average of the Social Security Taxable Wage Bases (without indexing) in effect for each calendar year during the 35-year period ending in the calendar year of attainment of Social Security Retirement Age. Covered compensation is frozen as of December 31, 2013.

Normal Retirement Age
The later of (a) age 65 and (b) the earlier of (1) the completion of five years of Vesting Service and (2) the fifth anniversary of participation.

ERISA Grandfathered Participant
A participant who as of December 31, 1999 was an employee and had an accrued benefit under a Merged Plan.

Rule of 50 Participant
A participant who as of July 1, 2008 was an employee, had completed at least five years of Vesting Service, and for whom the sum of age (in years and months) and Vesting Service as of July 1, 2008 equaled or exceeded 50 years but was less than 65 years.

Rule of 65 Participant
A participant who as of July 1, 2008 was an employee, had completed at least five years of Vesting Service, and for whom the sum of age (in years and months) and Vesting Service as of July 1, 2008 equaled or exceeded 65 years.

65 Points Grandfathered Participant
A participant who as of December 31, 1999 was an employee and participant in a Merged plan, had a minimum of ten years of Benefit Service, and whose age plus Benefit Service (in years and months) at January 1, 2000 equaled or exceeded 65 years.

As of October 15, 2007, includes each participant in the Time Warner Employees' Pension Plan who was an employee on December 31, 1999, received no more than $95,000 of compensation in 2006, and for whom the sum of age plus vesting service (in years and months) at January 1, 2000 equaled or exceeded 60 years.

Accrued Benefit – January 1, 2000 Formula
A monthly annuity benefit equal to one-twelfth of the sum of 1.25% of Average Compensation up to Covered Compensation and 1.67% of Average Compensation in excess of Covered Compensation, multiplied by Benefit Service, maximum of 30 years.

Frozen Accrued Benefit – June 30, 2008
A monthly annuity benefit calculated under the Accrued Benefit – January 1, 2000 Formula determined with Average Compensation, Covered Compensation and Benefit Service determined as of June 30, 2008.

The Frozen Accrued Benefit – June 30, 2008 for participants of the Sunset Publishing Corporation Pension Plan equals the sum of the benefit calculated under the Accrued Benefit – January 1, 2000 Formula as of June 30, 2008 with Benefit Service credited from the later of date of hire and January 1, 2000 plus the accrued benefit calculated under the terms of the Sunset Publishing Corporation Pension Plan as of December 31, 1999.

Future Service Lump Sum Benefit
For each participant who was an employee on June 30, 2008, a lump sum benefit equal to the sum of 10% of Average Compensation up to Covered Compensation and 13% of Average Compensation in excess of Covered Compensation multiplied by Benefit Service earned after June 30, 2008. In no event shall such Benefit Service exceed the greater of: 30 years minus the years of Benefit Service as of June 30, 2008, or 10 years.

The Future Service Lump Sum Benefit for Rule of 50 Participants includes an additional 2% of Average Compensation (i.e. replace 10% with 12% and replace 13% with 15% in the above formula).

The Future Service Lump Sum Benefit for Rule of 65 Participants includes an additional 3% of Average Compensation (i.e. replace 10% with 13% and replace 13% with 16% in the above formula).

The Future Service Lump Sum Benefit for a participant who was not an employee on June 30, 2008 is zero.

Total Service Lump Sum Benefit
For each participant who earns Benefit Service after June 30, 2008, a lump sum benefit equal to the sum of 10% of Average Compensation up to Covered Compensation and 13% of Average Compensation in excess of Covered Compensation multiplied by the participants full and partial years of Benefit Service, maximum 30 years.

The Total Service Lump Sum Benefit for Rule of 50 Participants includes an additional 2% of Average Compensation (i.e. replace 10% with 12% and replace 13% with 15% in the above formula).

The Total Service Lump Sum Benefit for Rule of 65 Participants includes an additional 3% of Average Compensation (i.e. replace 10% with 13% and replace 13% with 16% in the above formula).

The Total Service Lump Sum Benefit for a participant who does not earn Benefit Service after June 30, 2008 is zero.

Profit-Sharing Offset
The Profit-Sharing offset applies to participants who were employees as of December 31, 1977. The offset is the equivalent of the life annuity payable at age 60 which could be purchased for the participant with one-half of the balance attributable to Employing Company contributions in the participant's accounts in the Savings Plan as of December 31, 1977.

1975 Insurance Annuity Contracts
The Insurance Annuity Contracts No. 2281 between the Company and John Hancock Mutual Life Insurance Company and No. 1504 between the Company and Metropolitan Life Insurance Company, both effective March 1, 1975.

Retirement benefit

Eligibility

Termination from employment with a vested benefit and at least age 55 and 10 years vesting service.

Accrued Benefit

The Accrued Benefit is a monthly annuity equal to the greater of the following:

- the actuarial equivalent of the Total Service Lump Sum Benefit.
- the sum of:
  - the Frozen Accrued Benefit – June 30, 2008, and
  - the actuarial equivalent of the Future Service Lump Sum Benefit.

and is reduced by the following (if any):

- Profit-Sharing Offset.
- Benefits accrued and payable under the 1975 Insurance Annuity Contracts.

The Accrued Benefit of an ERISA Grandfathered Participant shall not be less than the benefit accrued as of December 31, 1999 under the provisions of the Merged Plan then in effect.

65 Point Grandfathered Participants receive an Accrued Benefit which is a monthly annuity equal to the greater of the following:

- the benefit determined under the applicable provisions of the Merged Plan prior to January 1, 2000.
- the Accrued Benefit - January 1, 2000 Formula.
- the sum of:
  - the benefit determined as of June 30, 2008 under the applicable provisions of the Merged Plan, and
  - the actuarial equivalent of the Future Service Lump Sum Benefit.

Reduction

For benefit commencement prior to Normal Retirement Age, early retirement factors are applied based on benefit commencement age and, if applicable, the Merged Plan for which the employee participated in. Generally, the reduction applied to the Future Service Lump Sum Benefit and the Total Service Lump Sum Benefit is ⅓ of 1% for each month benefit commencement precedes age 62 (or age 65 depending on the Merged Plan the employee participated in). The reduction applied to the Frozen Accrued Benefit – June 30, 2008 and the Accrued Benefit – January 1, 2000 Formula is generally 6⅔% per year for the first 5 years and 3⅓% per year thereafter from age 62 (or age 65 depending on the Merged Plan the employee participated in).

Disability pension

Eligibility

An employee who prior to Normal Retirement Age has a permanent and total disability as defined by the Social Security Administration or who becomes eligible for the company's Long Term Disability Plan.

Benefit

Participants with fewer than 5 years Vesting Service receive their Accrued Benefit based on service and compensation as of the date of disability. Participants with 5 or more years Vesting Service receive their Accrued Benefit based on continued service through the period of disability up to the June 30, 2010 benefit service freeze date and continued compensation through the period of disability up to the December 31, 2013 compensation freeze date. The benefit is reduced for commencement prior to age 65.

Date payments begin

Benefits may begin the first of the month coincident or next following disability. Alternatively, participants can elect to defer commencement until benefits cease under the company's Long Term Disability Plan or any other date.

Termination benefit

Eligibility

Termination after completing at least 5 years of Vesting Service and before reaching Retirement Eligibility. All employees are fully vested at Normal Retirement Age. Special vesting rules apply to participants of the Plan prior to January 1, 2000 whose termination is due to a reduction in staff size, restructuring, or elimination of a job due to automation. A participant who terminates employment due to disability will be considered fully vested.

All participants who were transferred as part of the sale of the music manufacturing operations to Cinram (U.S.) Holdings, Inc., or an affiliate, are fully vested effective October 24, 2003. All "Post-Separation TWCable Employees" as defined in the May 20, 2008 Separation Agreement are fully vested as of the "separation date" as defined in the agreement. All "Post-Separation AOL Employees" as defined in the November 16, 2009 Employee Matters Agreement are fully vested as of the "distribution date" as defined in the agreement. All "Post-Separation Time Inc. Employees" are fully vested as of the "separation date" of Time Inc. from the company's controlled group.

Reduction

For benefit commencement prior to Normal Retirement Age, reduction factors from the plan document are applied based on benefit commencement age. The reduction applied to the Future Service Lump Sum Benefit and the Total Service Lump Sum Benefit is ⅓ of 1% for each month benefit commencement precedes age 65. The reduction applied to the Frozen Accrued Benefit – June 30, 2008 and the Accrued Benefit – January 1, 2000 Formula is 6⅔% per year for the first 5 years and 3⅓% per year for the next 5 years from age 65. The portion of the Accrued Benefit (if any) determined under a Merged Plan is subject to reduction factors from that plan.

Date payment begins

Age 65 but can commence as early as age 55. ERISA Grandfathered Participants who participated in the Time Warner Employee's Pension Plan and had either 10 years of Vesting Service or whose termination is due to a reduction in staff size, restructuring, or elimination of a job due to automation, may commence the first day of any month following termination.

Death benefit

Eligibility

Surviving spouse or designated beneficiary of a vested participant in the event of the participant's death.

Lump sum benefit

The surviving spouse or designated beneficiary is entitled to a lump sum benefit equal to 60% of the lump sum that would have been payable to the participant. The benefit is 100% of the lump sum that would have been payable for deaths after July 1, 2010 while either active or if the terminated participant was eligible for immediate commencement of benefits at termination. Payments commencing prior to the participant's age 55 are reduced by the applicable interest rate. In no event will the lump sum benefit to a surviving spouse be less than the actuarial equivalent of the annuity benefit described below.

Annuity benefit

The surviving spouse or designated beneficiary is entitled to a single life annuity equal to the actuarial equivalent of the lump sum benefit described above. In no event will the annuity benefit to a surviving spouse be less than the monthly benefit that would have been payable to the surviving spouse if the participant had retired or terminated his active employment on the earlier of his date of death or most recent termination of employment, commenced benefits in the form of a qualified 50% joint and survivor annuity and died on the day of commencement.

Forms of payment

The normal form is a straight life annuity. The automatic form of payment for a Participant who is married at the benefit commencement date is a reduced qualified 50% joint and survivor annuity.

In lieu of the automatic form of payment, a Participant may elect, with the proper spousal consent, to waive the qualified joint and survivor annuity and to receive an actuarial equivalent retirement benefit in the form of a single life annuity, a 50%, 75% or 100% joint and survivor annuity available to a non-spouse beneficiary, or a 5, 10, or 20-year certain and life annuity.

An employee participating in the plan on or after July 1, 2008 may also elect to receive a lump sum. Annuity formula benefits will be converted to lump sums based on the 417(e)(3) PPA mortality and applicable interest rate using a lookback month of November of the year preceding distribution.

Benefits not valued

No benefits are excluded that would materially affect the liabilities.

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Schedule H, Line 4i

PLAN NAME: AT&T/WARNERMEDIA PENSION BENEFIT PLAN

EIN: 82-2449954

PLAN NUMBER: 001

The Schedule H, line 4i -- Schedule of Assets (Held At End of Year) is included in the attachment titled ACCOUNTANT'S OPINION AND FINANCIAL STATEMENTS.

EIN 82-2449954/PN 001

AT&T/WarnerMedia Pension Benefit Plan
2020 Schedule SB, Line 32 — Schedule of Amortization Bases

Schedule of Amortization Bases

Type of Base	Present Value of Any Remaining Installments	Valuation Date	Years Remaining	Amortization Installment
Shortfall Amortization Base	$ 3,557,766,000	1/1/2019	14	$ 349,535,000
Shortfall Amortization Base	$ (1,304,798,000)	1/1/2020	15	$ (122,503,000)
Total	$ 2,252,968,000			$ 227,032,000

EIN 82-2449954/PN 001

AT&T/WarnerMedia Pension Benefit Plan
2020 Schedule SB, Line 25 — Change in Method

Effective December 31, 2019, the AT&T Pension Benefit Plan (AT&T PBP, EIN 43-1301883/PN 006) merged into the AT&T/WarnerMedia Pension Benefit Plan (AT&T/WM PBP). These plans utilized different funding methods.

For the 2020 plan year, AT&T decided to adopt the applicable funding methods of the AT&T PBP for the merged plan and satisfied the automatic approval requirements of Revenue Procedure 2017-56.

Section 5.02 of IRS Revenue Procedure 2017-56 provides for automatic approval for funding method changes in connection with a merger of the plan when both plans have the same plan year, each plan has a valuation date that is the first day of the plan year, and the date of the merger is the last day of the plan year of the two plans. For automatic approval, if the asset valuation method is not identical across the plan, the asset valuation method used for the ongoing plan must be the same as was used for one of the two plans. Additionally, if all components of the funding method (other than the asset valuation method) are not identical across the plans, the funding method (other than the asset valuation method) for the ongoing plan must be the same as was used for one of the two plans.

For the 2020 plan year, the value of plan assets is determined by recognizing asset gains and losses over a period of three years. The interest rates for minimum funding are based on the 24-month average segment rates with a 4-month look-back, adjusted by the interest rate provisions of the American Rescue Plan Act of 2021.

In compliance with Section 6.01 of Revenue Procedure 2017-56, authorized representatives for the plan have been made aware of these changes.

EIN 82-2449954/PN 001

AT&T/WarnerMedia Pension Benefit Plan
2020 Schedule SB, Line 24 — Change in Non-Prescribed Actuarial Assumptions

Effective January 1, 2020, the changes in actuarial assumptions are as follows:

- The form of payment assumption was updated to reflect recent experience and future expectations.