



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

December 1, 2011

Mr. R. V. Maly, Jr., Vice President, CWA

Re: 2012 Scheduled Legacy T - AT&T Occupational Represented VTP/Surplus Declaration Windows

Dear Ralph,

The following represents the scheduled VTP/Surplus declaration windows for represented occupational employees for the year 2012. As you know, these windows are established routinely and may not be an all-inclusive list of potential declarations.

	Announce to Employee	VTP Off Payroll Date	Surplus Off Payroll Date
1 st Quarter	12/15/11	01/13/12	02/17/12
2 nd Quarter	03/15/12	04/20/12	05/18/12
3 rd Quarter	06/15/12	07/13/12	08/24/12
4 th Quarter	09/17/12	10/19/12	11/16/12

Should you have any questions, please call me.

Regards,

Lori J. Smith

Cc: D. Bradley
L. Grimes-Patow



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