



Lori J. Smith
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Mr. R. V. Maly, Jr., Vice President, CWA

Re: 2011 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 2011. 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	12/15/10	01/14/11	02/18/11
2 nd Quarter	03/15/11	04/15/11	05/13/11
3 rd Quarter	06/15/11	07/22/11	08/19/11
4 th Quarter	09/15/11	10/14/11	11/18/11

Should you have any questions, please call me.

Regards,

Lori J. Smith

Cc: D. Bradley
L. Grimes-Patow