

Communications

417

STEVE TISZA, *President*



LOCAL 4250

Workers of America

(AFFILIATED WITH AFL-CIO)

3055 Glenwood-Dyer Road
Lynwood, IL 60411
708-757-4065

December 12, 2008

Sisters & Brothers:

I received the following e-mail from CWA Communications & Technologies Vice President Ralph Maly on December 5, 2008:

To: All AT&T Legacy T Locals

The C&T office was officially notified today that there will be a surplus of 4,800 CWA members across all the core contracts. This includes 1000 temps who will be work completed. Within the Legacy T contract there will be a surplus/VTP of approximately 120 employees that are part of the 4800.

The off roll dates for these 4800 occupational represented will be by the first quarter of 2009. The total number of employees affected by the company's announcement today is 12,000, which includes Non-Represented and Management.

It's sad, that at a time like this, when more than ever, our members are concerned about their jobs, the economy and their families, that the company chooses to do a major downsizing.

As we get more details on titles, and locations affected by this surplus we will get that information to the locals.

**In Unity,
Ralph**

I have also received preliminary surplus numbers from CWA District 4 in Cleveland, Ohio (attached). Although I have yet to receive any numbers for CWA Illinois AT&T union members, the total surplus for Indiana, Ohio, Michigan and Wisconsin CWA represented union members is staggering! A total of 1,163 CWA members were declared surplus by AT&T on December 5, 2008.

As you will see in the following figures from the AFL-CIO Executive Pay Watch, AT&T CEO, Randall L. Stephenson and his family will have a very Merry Christmas and Happy New Year this year and many years in the future!

In Unity-Strength & Solidarity:

Steve Tisza, President
CWA Local 4250
Chicago

Randall L. Stephenson
 Chief Executive Officer
 AT&T Inc.

AT&T Inc. uses the new U.S. Securities and Exchange Commission (SEC) executive compensation rules.



2007 Compensation

SEC Total		AFL-CIO Total*	
Salary	\$1,158,583	Salary	\$1,158,583
Bonus	\$648,750	Bonus	\$648,750
Vested Stock Awards	\$8,283,288	Grant Date Fair Value of Stock and Option Awards	\$12,123,494
Vested Option Awards	\$790,911		
Non-Equity Incentive Plan Compensation	\$3,851,250	Non-Equity Incentive Plan Compensation	\$3,851,250
Change in Pension Value and Non-Qualified Deferred Compensation Earnings	\$7,023,299	Change in Pension Value and Non-Qualified Deferred Compensation Earnings	\$7,023,299
All Others	\$225,903	All Others	\$225,903
SEC Total	\$21,981,984	AFL-CIO Total*	\$25,031,279

Total Lump-Sum Present Value of Pension According to SEC: **\$21,347,683**

* The AFL-CIO Total is calculated as originally proposed by the U.S. Securities and Exchange Commission (SEC) in its initial 2006 rule making on executive compensation disclosure. On Dec. 22, 2006, the SEC amended the disclosure rules for stock options and other equity awards. Under this change, companies are required only to include the value of equity awards that vest during the fiscal year instead of the full value that are granted to executives. The SEC Total follows the approach used by the Financial Accounting Standards Board in determining the amount of options to be expensed in a company's financial statements. In order to show the full value of equity awards granted to executives, the AFL-CIO Total includes the Grant Date Fair Value of Stock and Options Awards as found in the Grants of Plan-Based Awards table of the company's proxy statement. The AFL-CIO believes this total calculation better represents the full value of compensation awarded to executives as decided by the board of directors during the fiscal year in question. The AFL-CIO Total follows the method the SEC has historically used in disclosing options granted to executives.

CEO-to-Worker Comparisons

	Annual		Weekly		Daily		Hourly		Per Minute	
	SEC Total	AFL-CIO Total	SEC Total	AFL-CIO Total	SEC Total	AFL-CIO Total	SEC Total	AFL-CIO Total	SEC Total	AFL-CIO Total
Randall L. Stephenson	\$21,981,984	\$25,031,279	\$422,730	\$481,370	\$84,546	\$96,274	\$10,568	\$12,034	\$176	\$200
Minimum Wage Worker	\$13,624	\$13,624	\$262	\$262	\$52	\$52	\$6	\$6	\$0.10	\$0.10
Average Worker	\$29,544	\$29,544	\$568	\$568	\$113	\$113	\$14	\$14	\$0.23	\$0.23
U.S. President	\$400,000	\$400,000	\$7,692	\$7,692	\$1,538	\$1,538	\$192	\$192	\$3.20	\$3.20

How Many Years to Equal Randall L. Stephenson's 2007 Compensation?

Using the SEC Total			
Minimum Wage Worker	1613 years	Completion Date	3621 A.D.
Average Worker	744 years	Completion Date	2752 A.D.
U.S. President	54 years	Completion Date	2062 A.D.

Using the AFL-CIO Total			
Minimum Wage Worker	1837 years	Completion Date	3845 A.D.
Average Worker	847 years	Completion Date	2855 A.D.
U.S. President	62 years	Completion Date	2070 A.D.

How Many Workers Equal Randall L. Stephenson's 2007 Compensation?

Using the SEC Total		Using the AFL-CIO Total	
Minimum Wage Worker	1613 workers	Minimum Wage Worker	1837 workers
Average Worker	744 workers	Average Worker	847 workers
U.S. President	54 workers	U.S. President	62 workers



OUTSOURCE RANDALL L. STEPHENSON'S JOB!

How much is a CEO in India or Communist China compensated?

**2008 Headcount Reduction Summary
Core Installation and Maintenance - Local Network Operations**

Midwest Region

Information is Private and Confidential for Internal Use Only

Headquarter/ Job Area/ Exchange Area/ Exhibit Area (Depending on Region)	Address	City	State	Title	Surplus	Current Headcount		
						CSS	ST	TS
Indiana North East	212 E. 12th St	Auburn	IN	CSS/ST	1	4		
Indiana North East	815 N Condit	Huntington	IN	CSS/ST	2	5		
Indiana North East	124 W Williams St	Kendallville	IN	CSS/ST	1	2		
Indiana North West	2712 Eckhouse	Anderson	IN	CSS/ST	2	25		
Indiana North West	1841 N 100 West	Crawfordsville	IN	CSS/ST	1	5		
Indiana North West	1450 Washington Ave	Frankfort	IN	CSS/ST	1	3		
Indiana North West	601 E Alto Rd	Kokomo	IN	CSS/ST	1	18	1	1
Indiana North West	6020 S Meridian	Marion	IN	CSS/ST	2	12	1	
Indiana North West	601 W Riggins Rd	Muncie	IN	CSS/ST	2	23	1	
Indiana North West	327 S 14th	New Castle	IN	CSS/ST	1	5		
Indiana South	1912 8th St	Bedford	IN	CSS/ST	2	10		1
Indiana South	1425 N Willis Dr	Bloomington	IN	CSS/ST	1	17		
Indiana South	1250 W Paula Dr	Columbus	IN	CSS/ST	2	22		1
Indiana South	5525 Old Boonville Hwy	Evansville	IN	CSS/ST	8	30		
Indiana South	116 N Jefferson	Nashville	IN	CSS/ST	1	5		
Indiana South	606 Mt Tabor Rd	New Albany	IN	CSS/ST	6	40		
Indiana South	823 Madison	Rockport	IN	CSS/ST	1	7		
Indiana South	1105 St Joseph	Shelbyville	IN	CSS/ST	1	7		
Indiana South	1225 Prairie	Vincennes	IN	CSS/ST	1	6		
Indiana South	110 Van Trees Rd	Washington	IN	CSS/ST	1	3		
Indianapolis North East	4160 E 96th St	Indianapolis	IN	CSS/ST	2	59	3	1
Indianapolis North East	5250 Moller Rd	Indianapolis	IN	CSS/ST	2	39	10	
Indianapolis North East	630 S Post Rd	Indianapolis	IN	CSS/ST	2	47	7	1
Indianapolis South West	3235 N Emerson	Indianapolis	IN	CSS/ST	2	25	8	1
Indianapolis South West	601 S Girls School Rd	Indianapolis	IN	CSS/ST	2	64	4	3
Indianapolis South West	650 E Hanna Ave	Indianapolis	IN	CSS/ST	2	54	4	1
Indiana South	1250 Morton Ave	Martinsville	IN	Clerical (TS)	1	10		1
Indianapolis	All Garages in HTJA	Indianapolis	IN	Clerical (TS)	2	249	26	7

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Core Installation and Maintenance - Local Network Operations**

Midwest Region

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Headquarter/ Job Area/ Exchange Area/ Exhibit Area (Depending on Region)	Address	City	State	Title	Surplus	Current Headcount		
						CSS	ST	TS
Ann Arbor	3845 Varsity	Ann Arbor	MI	CSS/ST	9	45	11	1
Ann Arbor	6777 Metroplex	Romulus	MI	CSS/ST	13	48	14	1
Dearborn	23900 Harvard	Dearborn	MI	CSS/ST	2	44	4	1
Dearborn	2880 Scotten	Detroit	MI	CSS/ST	8	32	6	1
Dearborn	18775 West Rd	Trenton	MI	CSS/ST	10	40	5	1
Detroit	11222 E State Fair	Detroit	MI	CSS/ST	2	43	19	1
Detroit	13301 Linwood	Detroit	MI	CSS/ST	1	90	12	1
Grand Rapids	82 W Elm (North Valley)	Cedar Springs	MI	CSS/ST	3	6	1	
Grand Rapids	5657 Alpine Ave (City North)	Comstock park	MI	CSS/ST	10	58	14	1
Grand Rapids	955 36th St SE (City South)	Grand Rapids	MI	CSS/ST	6	53	6	1
Grand Rapids	9022 Bowling Green (Greenville)	Greenville	MI	CSS/ST	3	4	3	
Grand Rapids	245 E 24th St (Holland)	Holland	MI	CSS/ST	4	22	6	
Grand Rapids	451 S Clay (Newaygo)	Newaygo	MI	CSS/ST	2	7	1	
Kalamazoo	1435 Milton (Benton Harbor)	Benton Harbor	MI	CSS/ST	2	16	5	
Kalamazoo	2919 Millcork (Kalamazoo)	Kalamazoo	MI	CSS/ST	10	47	8	1
Kalamazoo	317 N 3rd (Niles)	Niles	MI	CSS/ST	2	10	3	
Kalamazoo	247 N 28th (Battle Creek)	Springfield	MI	CSS/ST	4	19	7	
Lansing	525 N Industrial Park (Hastings)	Hastings	MI	CSS/ST	3	7	1	
Lansing	1391 Grand Oaks Dr (Howell)	Howell	MI	CSS/ST	5	16	3	1
Lansing	1041 Hurst Rd (Jackson)	Jackson	MI	CSS/ST	8	22	11	
Lansing	2921 W St Joseph (Lansing)	Lansing	MI	CSS/ST	12	59	12	1
Livonia	11780 Merriman	Livonia	MI	CSS/ST	2	64	10	1
Livonia	24524 W Eleven Mile Rd	Southfield	MI	CSS/ST	1	28	5	
Macomb	27200 Cotton Road	Chesterfield	MI	CSS/ST	1	19		
Macomb	95 Mary St	Mt. Clemens	MI	CSS/ST	2	34	7	
Macomb	2020 Bancroft	Port Huron	MI	CSS/ST	5	25		1
Macomb	18015 Ten Mile Rd	Roseville	MI	CSS/ST	2	44	14	1
Pontiac	4212 Haggerty	Commerce	MI	CSS/ST	6	26	20	1
Pontiac	263 Walton	Pontiac	MI	CSS/ST	8	47	14	2
Pontiac	1606 Star Batt	Rochester	MI	CSS/ST	5	25	5	
Redford	25195 Glendale	Redford	MI	CSS/ST	2	62	11	2
Royal Oak	1210 N Campbell	Royal Oak	MI	CSS/ST	10	84	12	1
Royal Oak	8061 E Hahn	Utica	MI	CSS/ST	3	32	8	
Traverse City	4016 M-72 East	Acme		CSS/ST	2	2		
Traverse City	1100 Maple (Reed City)	Big Rapids	MI	CSS/ST	2	4		

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						CSS	ST	TS
Traverse City	1311 Wright St (Cadillac)	Cadillac	MI	CSS/ST	3	9	3	
Traverse City	302 State St (Charlevoix)	Charlevoix	MI	CSS/ST	1	3		
Traverse City	238 S Huron (Cheboygan)	Cheboygan	MI	CSS/ST	3	5	2	
Traverse City	2301 23rd Ave N (Escanaba)	Escanaba	MI	CSS/ST	2	4		
Traverse City	2240 Pewabic (Iron Mountain)	Iron Mountain	MI	CSS/ST	1	3		
Traverse City	317 W Adams (Iron River)	Iron River	MI	CSS/ST	1	2		
Traverse City	100 W. Fredrick Street	Iron Wood	MI	CSS/ST	2	4		
Traverse City	205 W Mile Rd (Kalkaska)	Kalkaska	MI	CSS/ST	0	1	1	
Traverse City	39 East St (Manistee)	Manistee	MI	CSS/ST	1	5	1	
Traverse City	3255 US 41 W (Marquette)	Marquette	MI	CSS/ST	2	6	2	1
Traverse City	4080 Hiawatha Tr(Petosky)	Petoseky	MI	CSS/ST	3	9	1	
Traverse City	310 W 7th Ave (Slte Ste Marie)	Saulte St Marie	MI	CSS/ST	2	5		
Traverse City	241 Mc Cann (St Ignace)	St. Ignace	MI	CSS/ST	1	2		
Traverse City	616 Oak St (Tawas)	Tawas	MI	CSS/ST	4	4	1	
Traverse City	941 Hastings (Traverse City)	Traverse City	MI	CSS/ST	6	17	1	
Tri-Cities	1433 S Valley Center Dr	Bay City	MI	CSS/ST	4	20	1	
Tri-Cities	136 E 4th St (Clare)	Clare	MI	CSS/ST	1	10		
Tri-Cities	211 Industrial Way (Fenton)	Fenton	MI	CSS/ST	4	11	4	
Tri-Cities	2555 S Grand Traverse	Flint	MI	CSS/ST	8	36	10	1
Tri-Cities	3230 McCarty Rd	Saginaw	MI	CSS/ST	7	36	15	1
Dearborn	18775 West Rd	Trenton	MI	Clerical (TS)	1			
Flint	2555 S Grand Traverse	Flint	MI	Clerical (TS)	1	36	10	1
Grand Rapids	1)955 36th St, 2)5657 Alpine (Comstock P	Grand Rapids	MI	Clerical (TS)	1			
Akron/Kent	355 Kennedy Rd	Akron	OH	CSS/ST	1	18	9	1
Akron/Kent	1339 Easton Dr	Akron	OH	CSS/ST	1	20	5	
Akron/Kent	2700 Cory Ave	Akron	OH	CSS/ST	1	28	4	
Akron/Kent	203 N Depeyster	Kent	OH	CSS/ST	1	23	3	
Canton/Coshocton	3522 Middlebranch AVE NE	Canton	OH	CSS/CST	6	42	11	
Canton/Coshocton	7250 Whipple Ave	Canton	OH	CSS/ST	4	33	9	1
Canton/Coshocton	1720 S Second St	Coshocton	OH	CSS/ST	4	13		
Cleveland Central	1055 Valley Belt	Brooklyn Heights	OH	CSS/ST	1	43	12	1
Cleveland Central	4500 Johnston Pkwy	Cleveland	OH	CSS/ST	1	41	15	
Cleveland East	10615 Cedar Ave	Cleveland	OH	CSS/ST	2	21	14	
Cleveland East	24971 Rockwell	Euclid	OH	CSS/ST	2	21	9	

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						CSS	ST	TS
Cleveland East	746 Alpha Dr Rear	Highland Hts.	OH	CSS/ST	2	55	8	1
Cleveland East	9300 Pine Needle	Mentor	OH	CSS/ST	1	24	8	1
Cleveland West	2223 Superior Ave	Cleveland	OH	CSS/ST	1	52	10	2
Cleveland West	3236 W 121st St	Cleveland	OH	CSS/ST	2	23	11	
Cleveland West	23905 Lorain Rd	N. Olmsted	OH	CSS/ST	1	19	10	
Columbus North	2635 Billingsley Rd	Columbus	OH	CSS/ST	2	23	12	
Columbus North	4300 Appian Way	Columbus	OH	CSS/ST	2	48	15	2
Columbus South	3083 Silver Drive	Columbus	OH	CSS/ST	2	50		1
Columbus South	435 Ternstedt	Columbus	OH	CSS/ST	5	27	13	
Columbus South	1423 Stelzer Rd	Columbus	OH	CSS/ST	1	33	11	1
Columbus South	6401 Centennial Dr	Reynoldsburg	OH	CSS/ST	5	34	13	
Dayton	4337 Interpoint Blvd	Dayton	OH	CSS/ST	7	46	21	
Dayton	202 S Alexandersville Rd	Miamisburg	OH	CSS/ST	4	24	13	
Dayton	3901 Lefferson rd	Middletown	OH	CSS/ST	2	12	3	
Dayton	630 W High St	Piqua	OH	CSS/ST	1	4		
Dayton	767 Industrial	Xenia	OH	CSS/ST	1	11	6	
Eastern Outstate	53055 High Ridge Rd	Bridgeport	OH	CSS/ST	4	12		
Eastern Outstate	214 W 5th St	E. Liverpool	OH	CSS/ST	2	11	1	
Eastern Outstate	165 N Lundy St	Salem	OH	CSS/ST	6	10	1	
Eastern Outstate	642 Washington St	Steubenville	OH	CSS/ST	3	7	2	
Eastern Outstate	3033 Salt Springs Rd	Youngstown	OH	CSS/ST	5	50	10	1
Southern Outstate	142 N. Arch Street	Barnesville	OH	CSS/ST	1	5		
Southern Outstate	47162 Moore Ridge Rd	Woodsfield	OH	CSS/ST	2			
Southern Outstate	4225 State Route 160	Gallipolis	OH	CSS/ST	1	8		
Southern Outstate	134 West Beech	Hillsboro	OH	CSS/ST	1	3	1	
Southern Outstate	2932 South Sixth St	Ironton	OH	CSS/ST	3	14		
Southern Outstate	421 Park St	Lancaster	OH	CSS/ST	5	18		
Southern Outstate	56 S Union St	London	OH	CSS/ST	1	5	1	
Southern Outstate	Mill Creek	Marietta	OH	CSS/ST	3	14		
Southern Outstate	200 East Broadway St	New Lexington	OH	CSS/ST	2	8		
Southern Outstate	250 Eagle City Rd	Springfield	OH	CSS/ST	4	18	5	
Southern Outstate	1222 S North St	Washington Court House	OH	CSS/ST	1	6	1	
Southern Outstate	2403 Linden Ave	Zanesville	OH	CSS/ST	3	16		
Toledo	301 W McPherson	Findlay	OH	CSS/ST	1	12		
Toledo	121 East North St	Fostoria	OH	CSS/ST	1	2		
Toledo	903 Croghan St	Fremont	OH	CSS/ST	1	4		

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						CSS	ST	TS
Toledo	3100 Navarre Ave	Oregon	OH	CSS/ST	1	14	2	
Toledo	2110 Caldwell St	Sandusky	OH	CSS/ST	2	9		
Toledo	130 Telstar	Toledo	OH	CSS/ST	2	28	2	
Toledo	30632 Tracy	Walbridge	OH	CSS/ST	2	32	7	
Columbus	4300 Appian Way	Columbus	OH	Clerical (TS)	1	48	15	2
Akron/Kent	1100 E. Waterloo or 355 Kennedy	Akron	OH	Clerical (TS)	1	18	9	1
Milwaukee North	763 N. 37th Street	Milwaukee	WI	CSS/ST	3	57	1	2
Milwaukee North	9016 W Calumet	Milwaukee	WI	CSS/ST		45	12	1
Milwaukee North	2356 S 111th St	West Allis	WI	CSS/ST		51	6	1
North	2580 American Dr	Appleton	WI	CSS/ST	5	30	5	
North	3198 Ridge Rd	Green Bay	WI	CSS/ST	5	26	5	1
North	820 Witzel Ave	Oshkosh	WI	CSS/ST	2	14	2	
North	3727 Enterprise	Sheboygan	WI	CSS/ST		7		
North	5361 Hwy 10 East	Stevens Point	WI	CSS/ST	1	5	2	
North	6521 Sawyer Dr	Sturgeon Bay	WI	CSS/ST		5		
South	4876 S 6th St	Milwaukee	WI	CSS/ST		36	6	1
South	6215 Regency West Dr	Racine	WI	CSS/ST	4	34	10	1
South	2005 Pewaukee Rd	Waukesha	WI	CSS/ST	3	41	4	1
West	104 E Burnett St	Beaver Dam	WI	CSS/ST	1	10	1	
West	2716 Davey	Eau Claire	WI	CSS/ST	4	17	1	1
West	24 N Gould	Fond du Lac	WI	CSS/ST	1	10		
West	801 N 2nd St	Hudson	WI	CSS/ST	1	7	2	
West	525 Wright Rd	Janesville	WI	CSS/ST	5	26	2	1
West	212 Center St	Jefferson	WI	CSS/ST	1	7	1	
West	2476 Vista Dr	Lake Geneva	WI	CSS/ST	4	11	2	
West	817 Plaenert Dr	Madison	WI	CSS/ST	3	41	7	1
Metro	All Garages in HTJA	Milwaukee	WI	Clerical (TS)	1	207	38	6
Total Reductions					448			

CWA Summary

Location	Address	Business Unit/ Department	Current Headcount	Disposition			Planned Reduction	
				Center	Work	Employee	HC	Title
Dearborn, MI	17651 Michigan Avenue	Core I&M/NDC	86	Absorb loss	Work will be absorbed within center.	SIPP/Surplus	5	MA
Southfield, MI	23500 Northwestern Highway	Core I&M/NDC	182 2 TA 7 TS	Absorb loss	Work will be absorbed within center.	SIPP/Surplus	7 2 1	MA TA TS
Columbus, OH	111 N. 4th St	Core I&M/NDC	111	Absorb loss	Work will be absorbed within center.	SIPP/Surplus	6	MA
Indianapolis, IN	220 N. Meridian St.	Core I&M/Center Staff	3	Absorb loss	Work will be absorbed within center.	SIPP/Surplus	3	TS
East St. Louis, IL	721 Missouri Ave.	Core I&M/NPMC	51	Absorb loss	Work will be absorbed within center.	SIPP/Surplus	5	MA
Lakewood, OH	14223 Detroit Ave.	Core I&M/NPMC	2	Absorb loss	Work will be absorbed within center.	SIPP/Surplus	1	TS

CWA Surplus Summary

Location	Address	Business Unit/ Department	Current		Planned Reduction	
			Headcount	Employee	HC	Title
BLOOMINGTON, IN	4517 E INDIANA BELL CT	C&E / Engineering	5	SIPP/Surplus	-4	DESIGN SPECIALIST [CWA04]
COLUMBUS, IN	420 7TH ST	C&E / Engineering	2	SIPP/Surplus	-2	DESIGN SPECIALIST [CWA04]
CRAWFORDSVILLE, IN	1841 N 100 W	C&E / Construction	3	SIPP/Surplus	-1	CUSTOMER SERVICES SPEC
CRAWFORDSVILLE, IN	308 E MAIN ST	C&E / Engineering	1	SIPP/Surplus	-1	DESIGN SPECIALIST [CWA04]
EVANSVILLE, IN	134 NW 6TH ST	C&E / Engineering	4	SIPP/Surplus	-4	DESIGN SPECIALIST [CWA04]
INDIANAPOLIS, IN	1277 W 18TH ST	C&E / Construction	32	SIPP/Surplus	-15	CUSTOMER SERVICES SPEC
INDIANAPOLIS, IN	2141 N MITTHOEFFER RD	C&E / Construction	5	SIPP/Surplus	-2	CUSTOMER SERVICES SPEC * DEG *
INDIANAPOLIS, IN	240 N MERIDIAN ST	C&E / Construction	20	SIPP/Surplus	-5	TECHNICAL SPECIALIST
INDIANAPOLIS, IN	4160 E 96TH ST	C&E / Construction	3	SIPP/Surplus	-2	CUSTOMER SERVICES SPEC * DEG *
INDIANAPOLIS, IN	5858 N COLLEGE AVE	C&E / Engineering	32	SIPP/Surplus	-1	DESIGN SPECIALIST [CWA04]
INDIANAPOLIS, IN	5870 N COLLEGE AVE	C&E / Engineering	1	SIPP/Surplus	-1	FACILITIES SPECIALIST [CWA04]
KOKOMO, IN	116 E TAYLOR ST	C&E / Engineering	8	SIPP/Surplus	-8	DESIGN SPECIALIST [CWA04]
KOKOMO, IN	601 E ALTO RD	C&E / Construction	2	SIPP/Surplus	-1	CUSTOMER SERVICES SPEC * DEG *
MUNCIE, IN	329 E JACKSON ST	C&E / Engineering	4	SIPP/Surplus	-4	DESIGN SPECIALIST [CWA04]
NEW ALBANY, IN	510 E SPRING ST	C&E / Engineering	4	SIPP/Surplus	-4	DESIGN SPECIALIST [CWA04]
SOUTH BEND, IN	307 S MAIN ST	C&E / Engineering	7	SIPP/Surplus	-6	DESIGN SPECIALIST [CWA04]
ANN ARBOR, MI	550 S MAPLE RD	C&E / Engineering	12	SIPP/Surplus	-1	DESIGN SPECIALIST [CWA04]
CLAWSON, MI	1330 N CROOKS RD	C&E / Construction	13	SIPP/Surplus	-4	CUSTOMER SERVICES SPEC * DEG *
COMSTOCK PARK, MI	5657 ALPINE AVE NW	C&E / Construction	8	SIPP/Surplus	-1	CUSTOMER SERVICES SPEC * DEG *
EAST LANSING, MI	337 ABBOTT RD 345	C&E / Engineering	8	SIPP/Surplus	-8	DESIGN SPECIALIST [CWA04]
FARMINGTON, MI	32331 GRAND RIVER AVE	C&E / Construction	4	SIPP/Surplus	-1	CUSTOMER SERVICES SPEC * DEG *
FLINT, MI	2555 S GRAND	C&E / Construction	1	SIPP/Surplus	-1	CUSTOMER SERVICES SPEC * DEG *
FLINT, MI	502 BEACH ST	C&E / Engineering	5	SIPP/Surplus	-3	DESIGN SPECIALIST [CWA04]
GRAND RAPIDS, MI	3530 EASTERN AVE SE	C&E / Construction	4	SIPP/Surplus	-1	CUSTOMER SERVICES SPEC * DEG *
GRAND RAPIDS, MI	955 36TH ST SE	C&E / Engineering	1	SIPP/Surplus	-1	PROVISIONING SPECIALIST [CWA04]
HOWELL, MI	1391 GRAND OAKS DR	C&E / Construction	5	SIPP/Surplus	-1	CUSTOMER SERVICES SPEC * DEG *
HOWELL, MI	421 E GRAND RIVER AVE	C&E / Engineering	1	SIPP/Surplus	-1	DESIGN SPECIALIST [CWA04]
JACKSON, MI	1041 HURST RD	C&E / Engineering	1	SIPP/Surplus	-1	DESIGN SPECIALIST [CWA04]
KALAMAZOO, MI	2919 MILLCORK ST	C&E / Engineering	9	SIPP/Surplus	-9	DESIGN SPECIALIST [CWA04]
LIVONIA, MI	11770 MERRIMAN RD	C&E / Construction	2	SIPP/Surplus	-1	CUSTOMER SERVICES SPEC * DEG *
LIVONIA, MI	11780 MERRIMAN RD	C&E / Construction	65	SIPP/Surplus	-3	CUSTOMER SERVICES SPEC
LIVONIA, MI	31100 PLYMOUTH RD	C&E / Construction	4	SIPP/Surplus	-1	TECHNICAL SPECIALIST
LIVONIA, MI	31100 PLYMOUTH RD	C&E / Engineering	28	SIPP/Surplus	-24	DESIGN SPECIALIST [CWA04]
MARQUETTE, MI	3255 US HIGHWAY 41 W	C&E / Construction	3	SIPP/Surplus	-1	CUSTOMER SERVICES SPEC * DEG *
MARQUETTE, MI	3255 US HIGHWAY 41 W	C&E / Engineering	3	SIPP/Surplus	-2	DESIGN SPECIALIST [CWA04]
MOUNT CLEMENS, MI	100 S MAIN ST	C&E / Engineering	17	SIPP/Surplus	-1	DESIGN SPECIALIST [CWA04]
MOUNT CLEMENS, MI	100 S MAIN ST	C&E / Engineering	3	SIPP/Surplus	-3	TELECOMMUNICATIONS SPEC
PONTIAC, MI	54 N MILL ST	C&E / Construction	28	SIPP/Surplus	-11	TECHNICAL SPECIALIST
PONTIAC, MI	54 N MILL ST	C&E / Engineering	43	SIPP/Surplus	-1	DESIGN SPECIALIST [CWA04]
ROMULUS, MI	6777 METRO PLEX DR	C&E / Construction	10	SIPP/Surplus	-3	CUSTOMER SERVICES SPEC * DEG *
ROSEVILLE, MI	16540 EASTLAND ST	C&E / Construction	7	SIPP/Surplus	-2	CUSTOMER SERVICES SPEC * DEG *

CWA Surplus Summary

Location	Address	Business Unit/ Department	Current Headcount		Planned Reduction	
			Employee	HC	Title	
SOUTHFIELD, MI	23500 NORTHWESTERN	C&E / Engineering	2	SIPP/Surplus	-2	DESIGN SPECIALIST [CWA04]
TAWAS CITY, MI	616 OAK ST	C&E / Construction	1	SIPP/Surplus	-1	CUSTOMER SERVICES SPEC * DEG *
TRAVERSE CITY, MI	142 E STATE ST	C&E / Engineering	7	SIPP/Surplus	-7	DESIGN SPECIALIST [CWA04]
TRENTON, MI	18775 WEST RD	C&E / Construction	5	SIPP/Surplus	-1	CUSTOMER SERVICES SPEC * DEG *
TROY, MI	1145 ROCHESTER RD	C&E / Construction	3	SIPP/Surplus	-1	CUSTOMER SERVICES SPEC * DEG *
AKRON, OH	1100 E WATERLOO RD	C&E / Construction	92	SIPP/Surplus	-24	CUSTOMER SERVICES SPEC
BROOKLYN HEIGHTS,	1055 VALLEY BELT RD	C&E / Construction	29	SIPP/Surplus	-12	CUSTOMER SERVICES SPEC
COLUMBUS, OH	111 N 4TH ST	C&E / Engineering	90	SIPP/Surplus	-6	TELECOMMUNICATIONS SPEC
COLUMBUS, OH	2635 BILLINGSLEY RD	C&E / Construction	32	SIPP/Surplus	-13	CUSTOMER SERVICES SPEC
COLUMBUS, OH	4300 APPIAN WAY	C&E / Construction	13	SIPP/Surplus	-11	CUSTOMER SERVICES SPEC
COLUMBUS, OH	601 CLAYCRAFT RD	C&E / Construction	31	SIPP/Surplus	-12	CUSTOMER SERVICES SPEC
COSHOCTON, OH	1720 S 2ND ST	C&E / Construction	4	SIPP/Surplus	-3	CUSTOMER SERVICES SPEC
COSHOCTON, OH	641 WALNUT ST	C&E / Engineering	1	SIPP/Surplus	-1	TELECOMMUNICATIONS SPEC
FINDLAY, OH	301 W MCPHERSON AVE	C&E / Construction	5	SIPP/Surplus	-3	CUSTOMER SERVICES SPEC
GALLIPOLIS, OH	SR 160	C&E / Construction	4	SIPP/Surplus	-1	CUSTOMER SERVICES SPEC
GROVE CITY, OH	2030 HENDRIX DR	C&E / Construction	25	SIPP/Surplus	-6	CUSTOMER SERVICES SPEC
HIGHLAND HTS, OH	746 ALPHA DR - REAR	C&E / Construction	7	SIPP/Surplus	-2	CUSTOMER SERVICES SPEC * DEG *
HILLSBORO, OH	134 W BEECH ST	C&E / Construction	2	SIPP/Surplus	-2	CUSTOMER SERVICES SPEC
IRONTON, OH	2932 S 6TH ST	C&E / Construction	3	SIPP/Surplus	-1	CUSTOMER SERVICES SPEC
KETTERING, OH	3383 WOODMAN DR -	C&E / Construction	11	SIPP/Surplus	-1	CUSTOMER SERVICES SPEC * DEG *
LANCASTER, OH	140 W WHEELING ST	C&E / Engineering	4	SIPP/Surplus	-4	TELECOMMUNICATIONS SPEC
MARIETTA, OH	526 4TH ST	C&E / Engineering	3	SIPP/Surplus	-2	TELECOMMUNICATIONS SPEC
MARIETTA, OH	MILL CREEK RD	C&E / Construction	6	SIPP/Surplus	-2	CUSTOMER SERVICES SPEC
REYNOLDSBURG, OH	6401 CENTENNIAL DRIVE	C&E / Construction	42	SIPP/Surplus	-12	CUSTOMER SERVICES SPEC
SANDUSKY, OH	2110 CALDWELL ST	C&E / Construction	6	SIPP/Surplus	-3	CUSTOMER SERVICES SPEC
SPRINGFIELD, OH	250 EAGLE CITY RD	C&E / Construction	17	SIPP/Surplus	-6	CUSTOMER SERVICES SPEC
STEBENVILLE, OH	642 WASHINGTON ST	C&E / Construction	3	SIPP/Surplus	-3	CUSTOMER SERVICES SPEC
TIFFIN, OH	1685 W COUNTY ROAD 54	C&E / Construction	4	SIPP/Surplus	-2	CUSTOMER SERVICES SPEC
UHRICHSVILLE, OH	219 N UHRICH ST	C&E / Engineering	1	SIPP/Surplus	-1	TELECOMMUNICATIONS SPEC
WOODSFIELD, OH	214 LEWISVILLE RD	C&E / Construction	3	SIPP/Surplus	-3	CUSTOMER SERVICES SPEC
ZANESVILLE, OH	3935 N POINTE DR	C&E / Engineering	7	SIPP/Surplus	-7	DESIGN SPECIALIST [CWA04]
YOUNGSTOWN, OH	2933 SALT SPRINGS RD	C&E / Construction	31	SIPP/Surplus	-16	CUSTOMER SERVICES SPEC
YOUNGSTOWN, OH	2933 SALT SPRINGS RD	C&E / Engineering	6	SIPP/Surplus	-6	DESIGN SPECIALIST [CWA04]
YOUNGSTOWN, OH	2933 SALT SPRINGS RD	C&E / Engineering	9	SIPP/Surplus	-5	TELECOMMUNICATIONS SPEC
TOLEDO, OH	130 TELSTAR DR	C&E / Construction	45	SIPP/Surplus	-16	CUSTOMER SERVICES SPEC
TOLEDO, OH	130 TELSTAR DR	C&E / Construction	2	SIPP/Surplus	-1	CUSTOMER SERVICES SPEC * DEG *
TOLEDO, OH	130 N ERIE ST	C&E / Engineering	9	SIPP/Surplus	-9	DESIGN SPECIALIST [CWA04]
TOLEDO, OH	130 N ERIE ST	C&E / Engineering	19	SIPP/Surplus	-3	TELECOMMUNICATIONS SPEC
TOLEDO, OH	121 N HURON ST	C&E / Engineering	2	SIPP/Surplus	-1	DESIGN SPECIALIST [CWA04]
TOLEDO, OH	121 N HURON ST	C&E / Engineering	2	SIPP/Surplus	-2	TELECOMMUNICATIONS SPEC
EUCLID, OH	24971 ROCKWELL DR	C&E / Construction	27	SIPP/Surplus	-7	CUSTOMER SERVICES SPEC

CWA Surplus Summary

Location	Address	Business Unit/ Department	Current		Planned Reduction	
			Headcount	Employee	HC	Title
EUCLID, OH	24971 ROCKWELL DR	C&E / Construction	5	SIPP/Surplus	-1	CUSTOMER SERVICES SPEC * DEG *
DAYTON, OH	3233 WOODMAN DR	C&E / Engineering	12	SIPP/Surplus	-10	DESIGN SPECIALIST [CWA04]
DAYTON, OH	3233 WOODMAN DR	C&E / Engineering	33	SIPP/Surplus	-10	TELECOMMUNICATIONS SPEC
COLUMBUS, OH	300 MCCORMICK BLVD	C&E / Construction	28	SIPP/Surplus	-9	CUSTOMER SERVICES SPEC
COLUMBUS, OH	300 MCCORMICK BLVD	C&E / Construction	14	SIPP/Surplus	-3	CUSTOMER SERVICES SPEC * DEG *
CLEVELAND, OH	4500 JOHNSTON PKWY	C&E / Construction	67	SIPP/Surplus	-7	CUSTOMER SERVICES SPEC
CLEVELAND, OH	4500 JOHNSTON PKWY	C&E / Engineering	6	SIPP/Surplus	-5	TECHNICAL SPECIALIST
CLEVELAND, OH	15317 CHATFIELD AVE	C&E / Construction	50	SIPP/Surplus	-5	CUSTOMER SERVICES SPEC
CLEVELAND, OH	15317 CHATFIELD AVE	C&E / Construction	6	SIPP/Surplus	-2	CUSTOMER SERVICES SPEC * DEG *
CLEVELAND, OH	13630 LORAIN AVE	C&E / Engineering	1	SIPP/Surplus	-1	TECHNICAL SPECIALIST
CLEVELAND, OH	13630 LORAIN AVE	C&E / Engineering	90	SIPP/Surplus	-14	TELECOMMUNICATIONS SPEC
BRIDGEPORT, OH	53055 HIGH RIDGE RD	C&E / Construction	3	SIPP/Surplus	-1	CUSTOMER SERVICES SPEC
BRIDGEPORT, OH	53055 HIGH RIDGE RD	C&E / Engineering	3	SIPP/Surplus	-2	TELECOMMUNICATIONS SPEC
AKRON, OH	50 W BOWERY STREET	C&E / Engineering	13	SIPP/Surplus	-13	DESIGN SPECIALIST [CWA04]
AKRON, OH	50 W BOWERY STREET	C&E / Engineering	34	SIPP/Surplus	-6	TELECOMMUNICATIONS SPEC
APPLETON, WI	221 W WASHINGTON ST	C&E / Engineering	6	SIPP/Surplus	-6	DESIGN SPECIALIST [CWA04]
APPLETON, WI	221 W WASHINGTON ST	C&E / Engineering	1	SIPP/Surplus	-1	TECHNICAL SPECIALIST
APPLETON, WI	221 W WASHINGTON ST	C&E / Engineering	13	SIPP/Surplus	-11	TELECOMMUNICATIONS SPEC
EAU CLAIRE, WI	304 S DEWEY ST	C&E / Engineering	16	SIPP/Surplus	-16	DESIGN SPECIALIST [CWA04]
FOND DU LAC, WI	70 E DIVISION ST	C&E / Engineering	4	SIPP/Surplus	-4	DESIGN SPECIALIST [CWA04]
GREEN BAY, WI	205 S JEFFERSON ST	C&E / Engineering	3	SIPP/Surplus	-2	DESIGN SPECIALIST [CWA04]
JANESVILLE, WI	301 E MILWAUKEE ST	C&E / Engineering	2	SIPP/Surplus	-2	DESIGN SPECIALIST [CWA04]
MADISON, WI	316 W WASHINGTON AVE	C&E / Engineering	6	SIPP/Surplus	-4	DESIGN SPECIALIST [CWA04]
RACINE, WI	411 7TH ST	C&E / Engineering	2	SIPP/Surplus	-2	DESIGN SPECIALIST [CWA04]
WAUKESHA, WI	N17W24300 RIVERWOOD	C&E / Engineering	21	SIPP/Surplus	-4	TECHNICAL SPECIALIST

Location	Address	Business Unit/ Department	Current Headcount	Disposition			Planned Reduction		Potential staffing option	Staffing Needs	
				Center	Work	Employee	HC	Title		HC	Title
Detroit, MI	444 Michigan Avenue, 14th and 15th Floor	WCS GSAC	167	Downsizing	Decrease in Engineering Work Order, Provisioning work volumes	SIPP/Surplus	23	Telecom- munications Specialist	Standard staffing, VSIPP processes	N/A	
Livonia, MI	31100 Plymouth Road, Room 213	GNO - NTP&T	48	Downsizing	Work volume reductions; further increases in flow through of orders and productivity improvements	SIPP/Surplus	10	Telecom- munications Specialist	Standard staffing, VSIPP processes	N/A	

BCS SURPLUS

CWA 6889 Snowville Road, Brecksville OH 7 Technical Associates

45 E Erieview Plza, Cleveland OH 1 Admin Specialist

150 E Gay St., Columbus, OH 1 Technical Associate

N17 W24300 Riverwood Drive, Waukesha WI 7 Technical Associates (6 for Sue West, 1 for Carol Johnson)

845 N. 35th St., Milwaukee, WI 1 Customer Advocate

4075 Bay Road, Saginaw, Michigan 1 Technical Associate

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WHOLESALE SURPLUS

Service Reps - 112

Clerical – 4

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YELLOW PAGES SURPLUS

9 Premise Reps