

AT&T Guidelines – Alaska Firearm Policy

This policy addresses employee use of firearms for defensive purposes relative to threats of attack or actual attacks by wildlife encountered on AT&T Alaska premises and AT&T Alaska employee work assignments.

The possession of firearms, explosives, or other weapons anywhere on company property or while conducting company business is strictly prohibited with the exception of certain AT&T Alaska employees.

Personal weapons for protection from threats of attack or actual attacks by wildlife may be possessed and used only with the express written approval of the Assistant Vice-President of Network Services, AT&T Alaska, upon the employee's execution of an AT&T Alaska Firearm Authorization form, attached hereto as Exhibit A. Such form shall be retained in the employee's personal history file and reviewed annually for compliance. Each employee's job duties and particular assignments will be considered when determining whether to grant the authorization. Further, the employee must demonstrate that they have participated in and successfully completed one of the following firearm handling and safety training courses:

- Military Service, as documented by DD form 214- no expiration
- Concealed Handgun Certification class - expires every five (5) years
- Hunter Safety Classes - no expiration
- Other training or certifications to be determined on an individual basis

The Assistant Vice-President of Network Services, AT&T Alaska, will annually review the employees' Firearm Authorization forms for compliance with this policy and to determine whether the job duties of each employee who has executed the Firearm Authorization form continue to require the potential use of a firearm. If the employee is not in compliance with this policy or his job duties no longer involve traveling to locations where attacks by wildlife are possible, then the employee's authorization to possess a firearm on company premises will be revoked.

Weapons may be maintained in AT&T Alaska provided housing, away from the work location, provided the housing is the primary residence of the employee.

Firearms shall be used for defensive purposes only and under no circumstances shall they be used in a threatening or intimidating manner.

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AT&T Alaska employees who are granted permission to enter a customer's premise must comply with that customer's policy regarding firearms.

The purchase, repair, use and overall disposition of firearms shall be in compliance with all local, state and federal regulations.

Any license or permit when required by law for the possession and use of a firearm must be obtained by the employee.

EXHIBIT A
AT&T ALASKA FIREARM AUTHORIZATION FORM

Date: ____/____/____

Employee Name: _____

ATTUID: _____

Job Title: _____

I have successfully completed the following firearm handling and safety training:

Further, I will comply with the AT&T Alaska Firearm Policy and all local, state, and federal regulations governing the possession and use of firearms in Alaska.

Employee

As the Assistant Vice-President of Network Services, AT&T Alaska, I hereby authorize the employee identified above to carry a firearm in the course of performing the duties required by his or her employment with AT&T Alaska during the period of

_____ to _____.

Approved:

Assistant Vice-President, AT&T Alaska

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