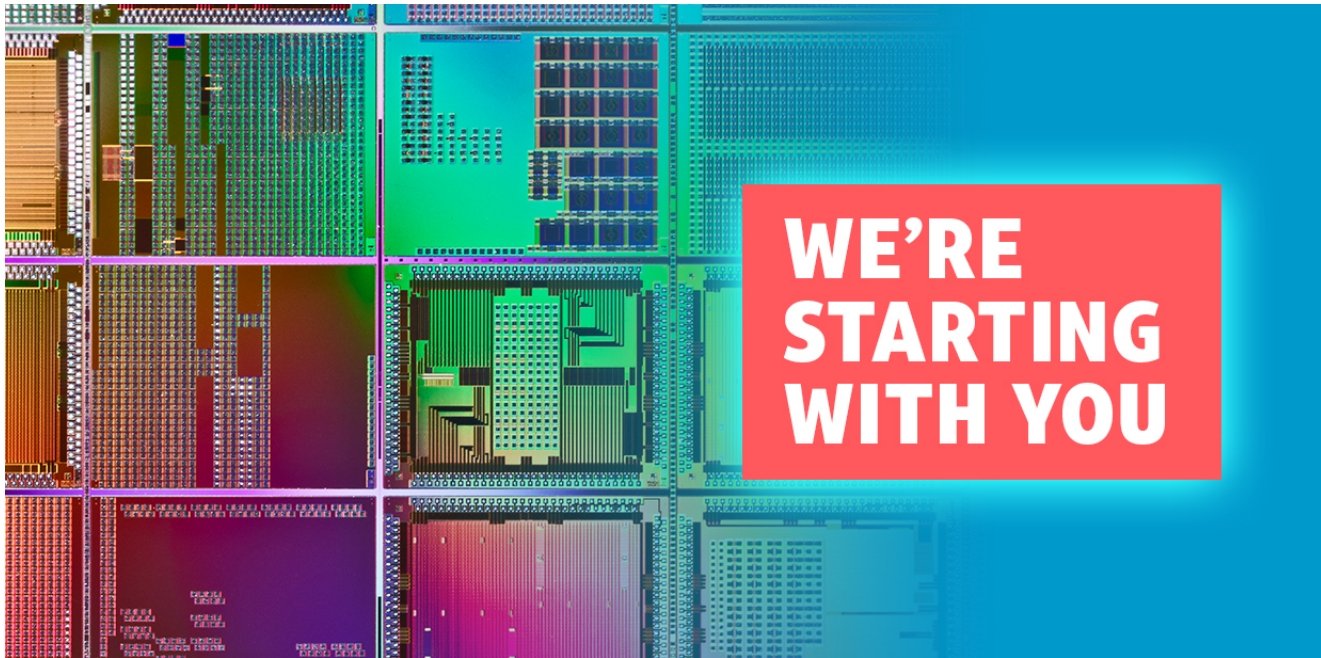

Letter

Please review this offer and respond if you accept or decline.

**AT&T Careers**[Life at AT&T >](#)[Applicant Resources >](#)

October 20, 2023

Aidan Ryther
19 College Park Drive
Oneonta, New York 13820

Dear Aidan,

Our purpose is to create connections, and that need has never been greater or more important than it is today. Our people are working to build and expand the newest technologies to impact the world for the better - bringing families, communities, and businesses together. The power of connection starts with you, but it's just the beginning. There's no limit to what we can accomplish together.

Now we'd like to offer you the next step in your future with our **Technology Development Program Internship**. This program is designed to offer you unparalleled access to AT&T's innovations in connectivity, technology, and more – this is your chance to discover what's next. The world-class training you'll undertake will more than kick off your career, it will put you at the forefront, working side by side with our experts in tech to build your network and help to design next-gen solutions. Joining our team brings our limitless potential directly to your future, and we intend to make it worth your while.

Our Offer

Getting Started – Our AT&T leadership team is preparing for you to start your internship on **June 3, 2024**. Your work location will be: **200 S LAUREL AVE BLDG A (MDTWNJ21), MIDDLETOWN, New Jersey 07748-1914**.

Your supervisor or program manager will keep you informed should circumstances arise that necessitate a change to your work location.

Base Pay – Your starting annual base pay will be **\$77,602.00** (minus deductions and required withholdings). You will be paid twice a month, and as a non-exempt employee you will report all time worked and receive overtime pay as applicable under State and Federal Wage and Hour laws and company policy.

One-Time Bonus – You will receive a one-time bonus of **\$2,500** (minus deductions and required withholdings). AT&T will pay your one-time bonus up to 2 weeks prior to your report date and no later than 2 weeks following your report date. This one-time bonus is contingent upon your agreement with the terms in the Agreement for Repayment of One-Time Bonus section listed below.

Development – We are offering you something unique. Your internship will include exposure and mentorship from our experts in your chosen field. You will not only work beside innovators but will have a chance to pursue high value projects that are in alignment with your passions, transforming you into a skilled technologist. This environment fosters continuous coaching and feedback, all while gaining knowledge of AT&T and the industries we impact.

Our Agreement

Agreement for Repayment of One-time Bonus

You understand that in connection with the offer of the position of **Technology Development Program Internship (SE-MID)**, effective date **June 3, 2024**, you will receive a one-time bonus of **\$2,500** (minus deductions and required withholdings). This bonus is an advance on wages that will not be earned until ten (10) weeks of service in the position of **Technology Development Program Internship (SE-MID)** has been completed. You agree to repay this bonus to the company, in full, if you fail to start or voluntarily end your employment for any reason whatsoever or if terminated for cause, within ten (10) weeks of the first day in your position of **Technology Development Program Internship (SE-MID)**.

To cover repayment of the bonus, you authorize the company to deduct up to half of your final net wages including payment in lieu of vacation, or from any other monies the company owes to you. This excludes the proceeds of any qualified employee benefit plan and will be enforced in accordance with applicable state laws. If this deduction is not enough to cover repayment of the bonus, you agree to repay the balance within 30 days of your last day of employment with the company.

You understand and acknowledge that this agreement does not change your employment status and that your employment status remains at-will.

You have read and understand the above agreement. You have entered into this agreement knowingly, freely and voluntarily, and acknowledge this by your acceptance of this offer.

This offer is contingent upon:

- Your formal acceptance of this offer letter, as well as any other required hiring documents including the Management Arbitration Agreement.
- Your ability to provide proof of identity and authorization to work in the United States (I-9 process).
- Satisfactory outcome of any applicable deemed export review (does not apply to US citizens).
- The absence of pre-existing agreements between you and a current or former employer that prevents or restricts you from accepting this offer.
- Successful completion of rehire eligibility check, if applicable.
- Successful verification of degree enrollment or graduation.
- The satisfactory outcome of the standardized background check(s) to include the verification of a valid driver's

license if required for your job.

You must meet all of these contingencies before your start date or you risk having your offer of employment rescinded.

Accepting Your Offer

It is our policy that employment is at-will. This means that if you accept this offer of employment either management or you may terminate your employment for any reason at any time, with or without notice, and with or without cause.

Your contributions have the power to help people thrive in their everyday lives. But our work doesn't stop there—a world of possibility is waiting to be discovered. Together, we'll make the connections that change everything.

Please plan to provide your electronic signature to signify your acceptance by **October 27, 2023**.

If you have any questions, please feel free to contact me at **(615) 585-9640**.

Welcome to AT&T!

Sincerely,

DANA L MOORE
dm4084@exo.att.com
AT&T Recruiting Team

Terms and Conditions

PERSONAL INFORMATION

Full Name
Aidan Ryther

Employment Information

Start Date
Jun 3, 2024, 8:00 AM

Job Title
Technology Development Program Internship (SE-MID)

Supervisor's Full Name
MINAL B PATEL

Work Phone Number
(732) 325-7136

* [Subject to change pending completion of pre-employment requirements.](#)

If for any reason you are unable to report to work, please contact your supervisor immediately.

Offer Extended
Oct 20, 2023, 3:11 PM

ACCEPTANCE OF JOB OFFER

At-Will Employment Status (Applies Only to Employees in the United States)

I agree that my employment with AT&T is "at-will". This means that either AT&T management or I may terminate my employment for any reason at any time, with or without notice, and with or without cause.

I agree that my at-will employment status can only be changed in writing signed by the Senior Vice President of Human Resources and myself. I agree that my at-will status cannot be changed orally. I also agree that my at-will status is not and

cannot be changed, modified, or limited by any current or future policies of the company.

I agree that any representations regarding my employment status to the contrary, written or oral, are no longer effective, and these terms set forth my employment status fully and completely.

For retirees rehired to one of the AT&T Inc. family of companies

Special rules may apply if you previously worked for one of the AT&T Inc. family of companies and you are receiving post-employment health and welfare ("retiree") benefits from any of these companies at the time that you are rehired. If you are a previous Bargained AT&T employee or retiree being rehired, please contact AT&T Benefits at (877) 722-0020 and/or the Pensions department at (800) 416-2363 to determine any possible changes to your current and future Benefits and Pension. If you or an eligible dependent is Medicare-eligible and you contribute toward the cost of medical coverage, your medical contributions will be based on a non-Medicare status for as long as you remain active. In addition, if you are enrolled in a Medicare HMO option and are rehired, you will be required to select a new medical plan option and will be provided an enrollment opportunity.

Regarding Retiree Discounts Programs, if you as a retired employee are rehired, your current retiree discounts on AT&T products and services (e.g., Wireline, U-verse, Wireless, etc.) will convert to the current eligible AT&T employee discount offers in place for active employees at the time of your rehire. Additionally, upon leaving active employment again, you will again be eligible for retiree discounts; however, they may differ from those provided when you initially retired from the Company. Please contact AT&T's OneStop at 888-722-1STP (888-722-1787) and say "Employee Discount Program" if you have further questions on the impact of your retiree discounts.

Former Employer Commitments

At AT&T, we are committed to demonstrating sound and ethical business practices each and every day. When you join our company, you are expected to honor on-going commitments to your former employer and to protect the confidentiality of any proprietary and trade secret information of your former employer. Examples of your former employer's proprietary or trade secret information are customer lists, pricing information, client information, customer preferences, buyer contacts, and marketing strategies that are not readily ascertainable through other sources. Proprietary or trade secret information may not be disclosed or used in your work at AT&T, without the prior written authorization of your former employer. During the hiring process you were asked to disclose the terms of any prior commitments to your former employer that could prevent or restrict you from taking a position at AT&T or from performing your responsibilities as an AT&T employee. By formally accepting the terms and conditions of this offer letter, you are representing that you have disclosed to AT&T all such commitments or that you have not made any agreement that prevents or restricts you from taking a position with AT&T. Any misrepresentation made to AT&T during the hiring process and/or the unauthorized use of any proprietary and confidential information from your former employer while at AT&T is a violation of the terms of your employment, the AT&T Code of Business Conduct and the Competition Guidelines, and could be grounds for disciplinary action up to and including termination of employment.

Additional Terms and Conditions of Employment

Please keep in mind that this job offer is based upon your current AT&T Jobs profile information. Any changes you make to your profile could impact your salary offer or candidacy for employment.

Any representations regarding the terms and conditions of your employment, not contained in these terms and your offer letter, including your "at-will" employment status, are no longer effective. This offer letter is not a contract. Terms and conditions of your employment are governed by the policies of your AT&T company and may be changed by management at its discretion.

In the event your job responsibilities require the regular use of your private passenger vehicle while conducting Company business, you may be required to maintain minimum limits of insurance coverage applicable to both business and personal use. Please check with your supervisor to determine if this requirement applies to you.

Please understand that your position may be subject to future background checks and that such reports may be obtained about you during the course of your employment, as determined by AT&T and without the need for your authorization, except as required by law.

In some cases, AT&T may decide to begin your employment before you've completed your background check. If this is the case, your background check results must show that you are qualified for the job or AT&T may terminate your employment.

By providing your electronic signature below, you are knowingly and voluntarily accepting the terms above and in the offer letter previously sent to you.

Congratulations again! We look forward to seeing you soon!

*Offer Response

Accept the offer

*Candidate Name (Type your full name)

Aidan Ryther

*Offer Signature (Enter your email address for confirmation)

Offer Signature Date will automatically populate

10/20/23