



••••• **Annual Compensation Statement**



Performance Rating	Exceeds	2013 Target Bonus % ¹	12%
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Base Salary

Current Base Salary	\$120,021
Base Salary Merit Award (BSMA Percent:2.5296%)	\$3,036
New Base Salary (effective 3/1/2014)	\$123,057



••••• **Annual Cash and Non-Cash Compensation**



Annual Rate of Base Pay as of 3/1/2014	\$123,057
2013 Annual Bonus (Paid on 3/6/2014) ⁵	\$13,966
2013 Key Contributor Award (KCA) (Paid on 3/6/2014)	\$5,300
Total Cash Compensation	\$142,323

1 - "Annual Bonus" is the 2013 target bonus and applies to the 2014 bonus payout. The Annual Bonus payment is calculated as a percentage of base salary and will vary based on multiple factors such as performance, job movement, salary changes and employment status changes. To view your 2014 target bonus percentage (to be paid out in 2015), refer to the 2014 Management Compensation Plan located on the Management Compensation website under Compensation Plans & Principles.

2 - TSR is a pay range established by comparing AT&T jobs to similar jobs at other companies.

5 - Bonus is adjusted for company performance and prorated based on employee eligibility. Non-exempt managers may receive an 'overtime pay adjustment' on the Bonus check which is not reflected in the Bonus amount in this statement.