

## Eligibility Requirements

All active AT&T Public Sector and Wholesale Solutions employees are eligible to participate in this program, except for the following restrictions:

- Management employees in a supervisory capacity may not receive a referral bonus for candidates they referred who are hired into a position that reports into their direct organizational structure.
- HR and Staffing/Recruiting employees are not eligible.
- Individuals involved in the hiring process (interviewing, testing, and selecting candidates) are not eligible for a candidate referral bonus unless they can excuse themselves from the decision-making process.
- Current AT&T Officers are not eligible to participate in this program.

The following restrictions will apply to candidates:

- Candidate is not a current employee, temporary, term, occasional or contract personnel.
- Candidate is not a former employee who left AT&T within the last six months.
- Candidate is not involved and has not participated in a special hiring program (Summer Management Program, Intern, Marketing/Sales Leadership, Leadership Development Program, etc.)
- Candidate has not submitted a resume/application for employment with AT&T or any of its subsidiaries in the past (6) six months.
- Candidate is not in the recruitment and/or hiring process. Recruitment and hiring consists of candidate screening, testing, assessment interviews, and/or pending job offer.

## AT&T Public Sector Solutions Employee Referral Program

AT&T has established an Employee Referral Program (ERP) for Public Sector Solutions that provides cash incentives for specific, hard-to-fill positions. The following table summarizes anticipated bonus payouts for a referral that results in an external hire; payouts vary by the types of position/ security clearance. Only "eligible" employees that are part of the Global Public Sector and Wholesale Solutions organization would be entitled to a referral bonus.

Type Position	Bonus*
"Hot List": Time Limit on Submissions	\$5,000
Any hire to a position requiring a Top Secret/SCI clearance and a Polygraph	\$2,500
Any hire to a position requiring a Top Secret/SCI clearance	\$2,000
Any hire to a position requiring a Professional Cyber Security certification (CISSP or CASP)	\$2,000
Any hire to a technical (Information Technology) position.	\$1,000

\*Payable in two installments: 50% within 30 days from the new hire start date and 50% after 90 days.