

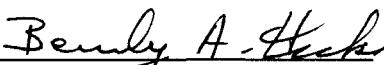
MEMORANDUM OF AGREEMENT
Temporary Employees

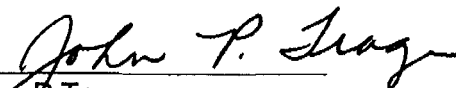
This Memorandum of Agreement (MOA) between the Communications Workers of America (the "Union") and BellSouth Telecommunications, Inc. d/b/a AT&T Southeast (the "Company"), on behalf of the Internet Services Working Agreement, outlines the understanding reached by the parties in connection with temporary employees.

The parties agree to the following changes in the Working Agreement:

- Increase the time limit under Article 1Q that an employee can be classified as a temporary employee from 12 months to 18 months for any future employees hired on or after the date of this agreement.
- Current temporary employees who were hired under the May 9, 2007 MOA between the Company and the Union will retain their term of employment for up to 24 months.
- Increase the percentage limit of temporary employees in Article 1Q from 15% to 25% of the total represented employee population.
- In the event it becomes necessary for the Company to invoke the contracting out provision of Article 9A, the CWA has the right to cancel this Agreement.

The Memorandum of Agreement is effective with the signing of this Agreement and supersedes the MOA dated May 9, 2007. This Agreement will remain in effect for the life of the 2005 Internet Services Working Agreement unless the CWA exercises their right to cancel due to the use of contractors.


Beverly A Hicks
Assistant to the Vice President
CWA District 3


John P Trageser
Executive Director – Labor Relations
AT&T Services, Inc.

Date: 5/2/08

Date: 5/1/08