

**COMPARISON of MEDICAL BENEFITS**  
**January 2008**

<b>Medical Plan</b>		<b>ATT Mobility Mgmt. Plan (Beginning Jan. '08)</b>	<b>ATT Mobility CWA/Nat'l. Bargained Plan</b>
<b>Monthly Contribution</b> (employee premium share)	Individual Individual + 1 Family	\$0 \$45 \$92	\$15 \$30 \$40
<b>Copays</b>	Office Visit Urgent Care Hospital Emergency Room	Pay 100% of the discounted network rate for non-preventive until reach deductible	\$15 \$50 \$35 \$100
<b>Annual Deductible</b>	Individual Individual + 1 Family	\$1,100 \$2,200 \$2,200	No Deductible No Deductible No Deductible
<b>Employee Coinsurance</b>		10%	\$0 (Plans pay 100% in Network)
<b>Preventive Care</b>		100%	100%
<b>Out of Pocket Maximum - Annual pay less than \$50,000</b>	Individual Individual + 1 Family	\$4,125 \$6,188 \$8,250	\$0 - In Network \$2,430 - \$5,290 - Out of Network
<b>Out of Pocket Maximum - Annual pay greater than \$50,000</b>	Individual Individual + 1 Family	\$5,500 \$8,250 \$11,000	Same for all pay levels - see above
<b>Includes Vision &amp; Dental Benefits</b>		No	Yes (\$1 - \$6/month contribution for dental)

**We believe that the company will try to move us as far as they can toward the above management plan when we negotiate medical benefits in late 2008.**

**NOW is the time to get involved in CWA**