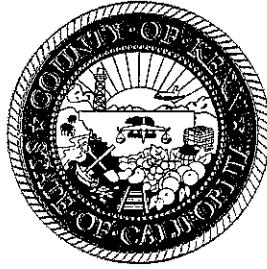


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MICHAEL J. RUBIO
SUPERVISOR - FIFTH DISTRICT

May 20, 2009

Mr. Randall Stephenson, CEO
AT&T
208 South Akard Street, Suite 3700
Dallas, TX 75202

Dear Mr. Stephenson:

The purpose of this letter is to urge you to do everything possible to realize a fair and equitable contractual agreement with applicable AT&T workers represented by the Communications Workers of America (CWA). During these difficult economic times, it is indeed in the best interest of both AT&T and its employees that a strike be averted to ensure that production continues unabated. It is my understanding that California AT&T employees continue to work while negotiating the new contract even though their contract expired on April 4, 2009. I respectfully encourage AT&T to seek a mutually beneficial compromise to the various outstanding issues that remain on the bargaining table so that a strike can be avoided.

I am hopeful that AT&T will view its ongoing profitability as a strong foundation to provide its workforce with ongoing equitable pay and benefits, including health care benefits. Employees' families depend on the security that these salaries and benefits provide. California consumers certainly benefit from the talented and highly trained workforce provided through the CWA. It would be devastating to California consumers, as well as the California economy, if employees decide to strike.

I urge you to bring these negotiations to a prompt and equitable resolution. If you should have any questions or concerns, please do not hesitate to contact my office at 661-868-3690.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael J. Rubio".

Michael J. Rubio
Supervisor
Fifth District, Kern County