



FAQs for Lumen Job Titles Moving to NetworkCo with AT&T with Lumen Sale

Is vacation/PTO front-loaded on Jan 1st or accrued? We do not have the answer to that question. Employees can also reach out to Insperity to ask what their policy is on that. We can assume, since it is currently a part of AT&T that it would be front-loaded on January 1st, but that is not guaranteed. Currently, there is no contract language to refer to; this will be a subject of bargaining.

Is PTO paid out when employment is ended with NetworkCo? We do not have the answer. Employees can also reach out to Insperity to ask what their policy is on that, and the state laws vary on this issue. Currently, there is no contract language on this, and this will be a subject of bargaining.

Will our workgroup (Structure Load and Facility Specialists) remain one group where we can continue to consult and work together via a platform like Teams? We do not have that answer. That is up to the company.

Will Lumen pay out our unused vacation when we transition to NetworkCO? Yes

If we don't sign the hire document, how long are we employed with Lumen? There is no way to predict the future. Every title, work group, and organization is different. Regardless of what changes they make, they have to follow the contract.

What happens if we sign the hire acceptance document, then decide not to go? As long as you rescind your acceptance before you report to NetworkCo, you will remain as an employee with LUMEN.

If we don't sign the hire document, are we automatically terminated? If so, when is our last day? Do we have 90 days to find another job with Lumen? Automatic termination for not accepting an offer only applies to non-represented and management. If you don't sign the hire document, you will remain an employee of LUMEN. If the company decides to do any reductions, either through voluntary offers or involuntary, they have to follow Article 19.

If terminated from Lumen is there an Involuntary Separation package? Yes, it is in Article 19

Doesn't Lumen have to give us a 90-day notice if going to lay us off? Yes, it is in Article 19

Will Lumen pay out our unused vacation when we transition to NetworkCO? Yes

Pensions and 401K Questions

Does Network Co offer a Pension Plan: Yes, Forged Fiber will offer a competitive pension plan similar to the AT&T BCB2 plan.

For those qualified, current pre-2009 Lumen employees represented by CWA who accept job offers and transition to employment with Forged Fiber, the Company will offer an enhanced pension benefit to ensure those employees are not negatively impacted.

What happens to my LUMEN pension and 401K If I take the position? Will the 401k will be transferred to Forged Fiber, or if I will have to get it rolled over to my personal IRA? Will my pension carry over, or will that need to be rolled to my IRA or do we lose that all together?

AT&T did not obtain any of the pension assets as part of the sale, so there is no pension portability. There are two separate plans, and they are from two different employers. You do not lose your pension or 401K. With LUMEN, you will keep what you have earned. You would start a new pension and 401K at AT&T. How to handle rollovers or withdrawals, etc, should be discussed with your financial advisor.

If pension eligible, can we start drawing our pensions if we accept an offer with AT&T?

AT&T is a separate company. If you are pension-eligible, you can start collecting your pension even if you are working for a different company.

At what age can we draw on our pension without a penalty?

There are different factors that come into play on this. Please refer to the Pension SPD or call the pension center to get a correct answer for your situation.

What happens if we have a loan against our 401K? What are the tax ramifications? You would need to talk to the employee benefits center and a financial advisor for that information

How long do we have to work for NetworkCO to draw our pension? We currently do not have the details on their pension plan, other than that it will be similar to the current AT&T Cash balance pension plan. Employees should reach out to Ispirity for details.

How do I get a hold of some at NetworkCo for questions?

Ispirity is an HR company that NetworkCo is using for HR the email address is NetCoOnboarding@insperity.com

Will I be a part of CWA when I move over to NetworkCo

Currently, NetworkCo is a subsidiary of AT&T, but they are a new company and do not have any union-represented employees under a CBA. We have an agreement with AT&T within 30 days of the sale that if CWA can show that the majority of our LUMEN represented employees say that they want a union, NetworkCo will recognize us. During that process, they have agreed to terms that will act as the status quo while we get to our first contract, which covers wages, pension, vacations, etc.

Disclaimer: This information is provided for general guidance only. The provisions of the governing documents, collective bargaining agreements (CBA), and any future amendments or changes will take precedence.