



February 24, 2005

Teri Pluta
CWA Staff Representative
Communications Workers of America, District 4

The Company and the Union, upon request, will periodically review job descriptions to assure work being performed is within the appropriate job titles and is properly included in the bargaining unit.

The Company and the Union have identified employees in the Atwater Call Center (a bargained facility) performing the functions in payroll, attendance, force/resource management and Office of the President that may include work that should be placed in the bargaining unit. Upon ratification of the 2005 Labor Agreement between Cingular Wireless and the Communications Workers of America, these employees will become part of the bargaining unit if the work they perform is bargaining unit work. There will be a true up period of three (3) months to slot individuals into appropriate job titles within the 2005 Labor Agreement.

The Company will also perform a review of work being performed in other functions, such as; the IT technical/desk top support group in the Northeast Region, the Network MSC/RNOC switch technician group in the Great Lakes Region, and the RF Performance-Drive Test/QA to determine if the work within these groups should be included in the bargaining unit. If any such work is identified as bargaining unit work, the employees performing the work will become part of the bargaining unit. There will be a true up period of six (6) months to slot these individuals into appropriate job titles within the 2005 Labor Agreement.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Frank Garon', is positioned above the typed name.

Frank Garon
Senior Manager-Labor Relations
Cingular Wireless