



Michael Edmondson
Director-Labor Relations

AT&T Yellow Pages - Southwest
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April 12, 2007

Mr. Mark Franken
CWA Representative
Communications Workers of America
10733 Sunset Office Drive, Suite 201
Sunset Hills, Missouri 63127

Dear Mr. Franken:

Pursuant to our discussions regarding your request to increase our Account and Senior Account Representatives' automobile reimbursement expenses, the Company is prepared to proceed with the following:

Implement the \$25.00 increase to the Monthly Automobile Allowance June 2007 instead of waiting until the scheduled implementation date of December 2007.

While we realize that the monetary increase is not at the level you proposed, we have several operational efforts underway to help the representatives manage and reduce their automobile usage.

Please indicate your concurrence in increasing the Monthly Automobile Allowance to \$275.00 in June 2007 by signing and dating this letter in the spaces provided below and return the signed original to me, keeping a copy for your files.

Sincerely,

AGREED TO BY
COMMUNICATIONS WORKERS OF AMERICA
AND ITS LOCAL UNIONS:

BY: Mark E Franken

TITLE: CWA Representative

DATE: April 16, 2007

**MEMORANDUM OF UNDERSTANDING REGARDING
DAILY AUTOMOBILE ALLOWANCE**

EFFECTIVE SEPTEMBER 4, 2007

This Memorandum of Understanding is entered into by Southwestern Bell Yellow Pages, Inc. (the "Company") and Communications Workers of America (the "Union") for the purpose of amending the Daily Automobile Allowance as prescribed in Article XXVI, Section 7.d., which is subsequently referred to in Article XXVII, Section 7., of the 2004 Labor Agreements.

The Company and the Union jointly recognize and acknowledge that the rise in fuel costs associated with the operation of a motor vehicle has exceeded what either party anticipated during 2004 negotiations. As such, the Company and the Union have agreed to the following increases in the Daily Automobile Allowance.

- Effective August 27, 2007, increase Daily Automobile Allowance to \$8.00 per day.
- Effective December 9, 2007, increase Daily Automobile Allowance to \$8.50 per day.
- Effective June 8, 2008, increase Daily Auto Allowance to \$9.00 per day
- Effective December 7, 2008, increase Daily Automobile Allowance to \$9.50 per day.
- Effective June 7, 2009, increase Daily Automobile Allowance to \$10.00 per day.

FOR THE UNION:

Mark E. Frankel

FOR THE COMPANY:

R. M. Edwards