



## Off to a Great Start, including jobs

**Dear Friends,**

I am excited to share with you the current edition of the AT&T Ohio eNewsletter, which highlights our latest initiatives in the state.

Please contact me at [ohatt@connected.att-mail.com](mailto:ohatt@connected.att-mail.com) if you have any comments or questions.

Sincerely,

**Adam Grzybicki**  
President — AT&T Ohio



**Adam Grzybicki**

President

AT&T Ohio

---

## Update on Ohio IP Transition Legislation

One of the most crucial issues facing our company is the work we are doing to prepare our network for the transition to all Internet Protocol or IP networks. In February, Gov. John Kasich included language in his proposed budget, House Bill 64, for the State of Ohio that will allow AT&T to plan for the IP Transition and continue to invest in Ohio.

### The telecom provisions in House Bill 64:

**Updates Ohio law** to reflect the fact that our home telephone lines do much more today than they ever have. For generations, landlines to our homes only carried our voices.

Today, they carry voice, e-mails, data, photos, TV shows and movies. Our laws need to reflect that.

**Streamlines Ohio's process** for allowing telephone providers to transition Ohio's phone network from one that was developed to carry only voice to one that is powered by the Internet and delivers better, faster and more reliable services to customers.

**Involves the Public Utilities Commission of Ohio (PUCO)** in the planning, along with the FCC, on behalf of Ohioans as the FCC manages a nationwide transition from our old phone networks to our new and expanding wired and wireless networks of the future.

**Immediately creates a collaborative process**, managed by the PUCO, to gather all interested stakeholders in planning for the transition and in identifying customers who might have no reasonable options to their basic telephone service.

**Includes a fail-safe process**, managed by the PUCO. Once the transition is in its final stages, it will require continuation of service by the phone company if a customer has no reasonable options.

**Ensures that no Ohio consumer will be without reasonable, affordable and accessible phone service** when the transition to all IP networks occurs.

As the debate and process moves through the Ohio Legislature we will keep you posted on critical steps like committee and floor votes and ask for your help to contact Legislators and the Governor to voice your support and ultimately, thank them for their leadership on this crucial issue for consumers and business in Ohio.

---

## AT&T Hiring for More than 120 Positions in Ohio

AT&T recently announced that the company is seeking applicants to fill more than 120 jobs around Ohio, including technician positions in the Toledo area

and more than 70 call center positions in Brecksville, Cleveland, Columbus, Dayton and Youngstown.

Additionally, the company totaled its 2013 and 2014 hires in Ohio at more than 1,730. Positions filled in the past two years included IT/engineering, retail, technician, call center, business solutions and corporate support categories.

The hiring reflects AT&T's continuing investment in its Ohio network and team. The company made more than 830 upgrades to its wireless network in Ohio in 2014, including the launch of service for former Alltel subscribers in more than 20 northern Ohio counties. The integration of former Alltel towers into the upgraded network increased AT&T's cell towers in these areas of Ohio by nearly 40 percent. AT&T invested more than \$1.6 billion in its wireless and wired networks in Ohio between 2011 through 2013.

To see a list of available positions in Ohio and to apply, visit [connect.att.jobs/Ohio](http://connect.att.jobs/Ohio).

Over the last six years (2009-2014), AT&T invested nearly \$140 billion including investments in its wireless and wireline networks and acquisitions of wireless spectrum and operations.

Since 2009, AT&T has invested more in the United States than any other public company. In a September 2014 report, the Progressive Policy Institute ranked AT&T No. 1 on its list of U.S. "Investment Heroes," a ranking AT&T has achieved for the third straight year.

---

# AT&T Tallies Network Enhancements for 2014

AT&T recently announced the expansion and enhancement of its wireless network in northern Ohio included more than 560 upgrades in 2014.

**Counties enjoying these enhancements include** Allen, Ashland, Ashtabula, Auglaize, Carroll, Champaign, Columbiana, Coshocton, Crawford, Cuyahoga, Darke, Defiance, Delaware, Erie, Fulton, Geauga, Hancock, Hardin, Harrison, Henry, Holmes, Huron, Jefferson, Knox, Lake, Logan, Lorain, Lucas, Mahoning, Marion, Medina, Mercer, Miami, Morrow, Ottawa, Paulding, Portage, Putnam, Richland, Sandusky, Seneca, Shelby, Stark, Summit, Trumbull, Tuscarawas, Union, Van Wert, Wayne, Williams, Wood and Wyandot.

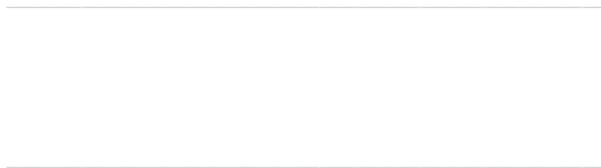
**The upgrades include activation of new cell sites, adding capacity and upgrading cell sites** to provide fast 4G LTE mobile Internet speeds.

In total across **Ohio in 2014, AT&T made more than 830 upgrades to its wireless network.**

More than 360 cell sites in northern Ohio were upgraded to provide fast 4G LTE mobile Internet speeds

More than 120 new cell sites were activated.

And in more than 70 instances, cell sites in northern Ohio received added layers of frequency, also known as “carriers,” to provide extra wireless capacity to a cell site’s coverage area.



Additionally, we announced the expansion and enhancement of our wireless network in southern Ohio included more than 260 upgrades in 2014. Counties enjoying these enhancements include

Adams, Athens, Belmont, Brown, Butler, Clark, Clermont, Clinton, Fairfield, Fayette, Franklin, Gallia, Greene, Guernsey, Hamilton, Highland, Hocking, Jackson, Lawrence, Licking, Madison, Meigs, Monroe, Montgomery, Morgan, Muskingum, Noble, Perry, Pickaway, Pike, Preble, Ross, Scioto, Vinton, Warren and Washington. The upgrades include activation of new cell sites, adding capacity and upgrading cell sites to provide fast 4G LTE mobile Internet speeds.

More than 90 cell sites in southern Ohio were upgraded to provide fast 4G LTE mobile Internet speeds

More than 50 new cell sites were activated

And in more than 120 instances, cell sites in southern Ohio received added layers of frequency, also known as “carriers,” to provide extra wireless capacity to a cell site’s coverage area.

The 2014 enhancements are part of AT&T’s Project Velocity IP (VIP), a 3-year investment plan announced in fall 2012 to expand and enhance its IP broadband networks. Through this investment, AT&T is supporting its customers’ growing desire for high-speed Internet access and new mobile, app and cloud-based services. As part of Project VIP, AT&T plans to add macro cell sites nationwide by year-end 2015, as well as deploy small cells and add Distributed Antenna Systems to increase the density of its wireless network.

***Veterans ERG donation:** Members of the AT&T Veterans Employee Resource Group collected and donated more than 1,500 personal care items to the Columbus Veterans Free Clothing Store. The Veterans Clothing Store offers clothing and personal items to any local veteran in need.*

---

**AT&T earns a No. 1 rank and a spot on Fortune Magazine's 'World's Most Admired Companies' 2015 list**

---

## Let's break down ethnic and gender barriers in STEM fields

In celebration of **Women's History Month**, below is an op-ed published in the Huffington Post by **AT&T's Alicia Abella**, assistant vice president, Cloud Technologies & Services, detailing how to encourage a higher representation of minorities and women in STEM fields:

**As a Hispanic woman in a male-dominated field**, I've experienced firsthand how one's gender and ethnicity can create unjust roadblocks on the path to professional success. As a result, women and Hispanics are both underrepresented in the STEM industry, but I believe we can break through these barriers.

To share a personal example through my experiences and career, I've learned that you never know when one opportunity may lead to another.

A few years ago, I was named to a Hispanic business publication's list of **Top Five Women** and was invited to attend an awards ceremony.

While there, I had a conversation that led to me being asked to join the White House Initiative on **Educational Excellence for Hispanics**. It was one of those times where I paused and thought, "The White House?!?" Of course, I agreed to serve immediately.

It's been a great experience for me, but you don't have to serve on a White House panel to make a difference. We can all help inspire change, and to do so, there are key steps we can take with our children and mentees to encourage higher representation of both minorities and women in these critical fields. And they're easy to remember — **just think STEM:**

**Strong encouragement:** It comes from parents, grandparents, teachers, friends and the media. A young person's confidence should be developed and

nourished, so that they know they can do what they want to do even if it's in a field where they're outnumbered. Confidence is key.

Time and resources: Give a little bit of your time or financial resources. Collectively, we can support organizations that promote focus and leadership.

Exposure to industry leaders: Do this at an early age, and do it repeatedly throughout their education. Many students want to go into professions that help others, and think that they must become a doctor or nurse to fulfill that desire. But engineers have had profound effects on human civilization and the technological advances we all enjoy today. Their work has reached — and helped — billions of people.

Model behavior: Role models are important and can have considerable impact on a young person's choices. If a young girl can see a woman whose profession is STEM-based, they can point to her and say, **"If she can do it, so can I."**

If we can all work on these initiatives, **young women and minorities will feel more supported and confident engaging in STEM and in their dream careers.** Furthermore, the talent they can bring to the field will not only diversify, but help achieve our full potential of discovery and technological innovation.

---

## Stay up to date on what's going on in Ohio

Learn what AT&T is doing in the Buckeye State through our localized website at <http://ohio.att.com>.