



Cheryl Riley
President, External Affairs
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January 18, 2021
Oppose House Bill 1204
Chairman Lefor
House Industry, Business and Labor Committee

Dear Chairman Lefor and Members of the House Industry, Business and Labor Committee,

In response to HB 1204, we want to clarify that AT&T complies with the CDC's COVID-19 guidelines to protect the health and safety of our employees, our customers, and the public. Keeping everyone safe during this pandemic is our top priority.

As such, AT&T has taken steps to safely operate our business, retail locations and offices. In addition to maintaining social distance, hand washing hygiene and routine sanitizing of surfaces, AT&T has also instituted face covering requirements that must be followed in the workplace or while performing work on behalf of AT&T. It is our corporate policy that all employees, non-payroll workers and vendors must wear a face covering.

If an employee has an underlying health condition or religious reasons, we have internal processes employees can go through to opt out, and we will make job accommodations for those employees. But, if the legislation allows employees to unilaterally make the determination of whether they are going to wear a mask, it puts all our employees, their families and our customers at risk.

The bill appears to override our policies and leaves us unable to determine what the actual reasons for opting out. Under the bill, we would have to deem everyone essential which is also obviously not the case for all of us.

Finally, we want our employees and customers to be confident that AT&T will have their health and safety uppermost in how we manage our interactions. That's the very least we can do as a corporate citizen. Our mask policies are intended to protect everyone and provide a consistent and level playing field in the interest of public health. Wearing a mask is easy and a small sacrifice to make.

Nothing is more important than the safety, health and well-being of our employees, customers and communities in these challenging times.

Sincerely,

A handwritten signature in blue ink, appearing to read "Cheryl Riley", written over a light blue circular stamp.

Cheryl Riley
President, AT&T External Affairs
Northern Plains States