

UNITED STATES COURT OF APPEALS
FOR THE NINTH CIRCUIT

FILED

JUN 2 2026

MOLLY C. DWYER, CLERK
U.S. COURT OF APPEALS

ANTONIO GOODWIN,

Plaintiff - Appellant,

v.

AT&T CORPORATION,

Defendant - Appellee.

No. 26-927

D.C. No.

2:23-cv-01950-GMN-DJA

District of Nevada,

Las Vegas

ORDER

Before: FRIEDLAND, R. NELSON, and BADE, Circuit Judges.

After considering the responses to the court's March 31, 2026 order, we deny the motion to proceed in forma pauperis (Docket Entry No. 3) and dismiss this appeal as frivolous. *See* 28 U.S.C. § 1915(a), (e)(2).

All other pending motions are denied as moot.

This court will not entertain any further filings in this closed case.

DISMISSED.

UNITED STATES COURT OF APPEALS
FOR THE NINTH CIRCUIT

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MOLLY C. DWYER, CLERK
U.S. COURT OF APPEALS

ANTONIO GOODWIN,

Plaintiff - Appellant,

v.

AT&T CORPORATION,

Defendant - Appellee.

No. 26-927

D.C. No.

2:23-cv-01950-GMN-DJA

District of Nevada,
Las Vegas

MANDATE

The judgment of this Court, entered June 02, 2026, takes effect this date.

This constitutes the formal mandate of this Court issued pursuant to
Rule 41(a) of the Federal Rules of Appellate Procedure.

FOR THE COURT:

MOLLY C. DWYER
CLERK OF COURT

This is an automatic e-mail message generated by the CM/ECF system. Please DO NOT RESPOND to this e-mail because the mail box is unattended.

NOTE TO PUBLIC ACCESS USERS There is no charge for viewing opinions.

United States District Court

District of Nevada

Notice of Electronic Filing

The following transaction was entered on 2/6/2026 at 3:45 PM PST and filed on 2/5/2026

Case Name: Goodwin v. AT&T

Case Number: 2:23-cv-01950-GMN-DJA

Filer:

WARNING: CASE CLOSED on 02/05/2026

Document Number: 212

Docket Text:

ORDER ADOPTING REPORT AND RECOMMENDATION.

IT IS ORDERED that Plaintiff's [200] Objection is STRICKEN.

IT IS FURTHER ORDERED that the [189] Report and Recommendation is ACCEPTED and ADOPTED in full.

IT IS FURTHER ORDERED that Plaintiff's Motions (ECF Nos. [185]-[187]) are certified as frivolous.

IT IS FURTHER ORDERED that this case is DISMISSED without prejudice.

IT IS FURTHER ORDERED that all other pending motions are DENIED as moot.

The Clerk of Court is kindly directed to close the case.

Signed by Judge Gloria M. Navarro on 2/5/2026. (Copies have been distributed pursuant to the NEF - AMMi)

2:23-cv-01950-GMN-DJA Notice has been electronically mailed to:

Zachary P. Takos zach@takoslaw.com, amber@takoslaw.com, steven@takoslaw.com

Stacey A. Campbell stacey@campbell-litigation.com, bayan@campbell-litigation.com, brett@campbell-litigation.com, carl@campbell-litigation.com, carynann@campbell-litigation.com, mario@campbell-litigation.com

Antonio Goodwin tonygoodwin119@gmail.com

2:23-cv-01950-GMN-DJA Notice has been delivered by other means to:

The following document(s) are associated with this transaction:

Document description:Main Document

Original filename:n/a

Electronic document Stamp:

[STAMP dcecfStamp_ID=1101333072 [Date=2/6/2026] [FileNumber=12246335-0
][9a1e7dd465533dc12384e49ed843a058b0ccbaabeb2b629e76c28b00ae40e4e4357
ea836ab1f983a792a419677ad0911689eda25af4880ff1b0e47fe42cedbc3]]

8:19

5G

February 18, 2022

AT&T INC.

Log Out

AT&T RETIREMENT SAVINGS PLAN EASY
ENROLL



You're Enrolled!

Please print and save this confirmation.

We will send a notification to
TONYGOODWIN119@GMAIL.COM with a link
to details of your last transaction.
Your selections will generally take effect in 1-2
pay periods.

AT&T RETIREMENT SAVINGS PLAN 401K

Contribution 6% of paycheck, Pre-Tax

Investment AT&T ASSET ALOC 2035

Annual Increase 1% (Beginning 03/18/2022)

Confirmation 220500024W819

Enrollment Date 02/18/2022





Your Money M... 2/14/22

To: Tony Goodwin >

Reply To: Fidelity Inv... >

**Take action before
your automatic
enrollment on
03/18/2022**



AT&T Retirement Savings Plan
ANTONIO GOODWIN
Transaction Date: 02/11/2022

Congratulations, you can now get started in your AT&T Retirement Savings Plan.

You have until 03/18/2022 to enroll in your plan or make changes before you will be directed into the plan default options. Take action now.

View details of your Automatic Enrollment Information.

Please contact us at 800-416-2363 if you need assistance.

Fidelity is committed to your security. To keep your information private, we have provided further details on our password-protected Web site, [NetBenefits.com](https://www.fidelity.com/NetBenefits.com).





Your Money... 2/23/22

To: Tony Goodwin >

Reply To: Fidelity Inv... >

Summary of your recent account changes



AT&T Retirement Savings Plan
ANTONIO GOODWIN
Transaction Date:02/22/2022

Confirmation of Changes to Your Account

The following activities have occurred on your account:

- There was an update to your election.
- Your investment elections have been changed as requested.

► [View all activity details](#)

Quick Links

Fidelity is committed to your security. To keep your information private, we have provided further details on our password-protected Web site, [NetBenefits.com](https://www.fidelity.com/NetBenefits.com).

Remember, you can visit [NetBenefits.com](https://www.fidelity.com/NetBenefits.com) any time to manage your workplace benefits, or call us at 800-416-2363 for help.



Your Money... 7/29/22

To: Tony Goodwin >

Reply To: Fidelity Inv... >

Disclosure About Your Retirement Plan - Your latest quarterly statement is available



ANTONIO GOODWIN
AT&T Retirement Savings Plan

Quarterly Statement

Important information about your retirement plan is now available. Please review this information.

Your latest quarterly statement is available to view **online**.

You can visit NetBenefits® any time* to view statements dating back 10 years.

If you wish to opt-out of electronic delivery, please update your **mail preferences**.





Your Money M... 1/25/23

To: Tony Goodwin >

Reply To: Fidelity Inv... >

IMPORTANT TAX RETURN DOCUMENTS AVAILABLE



ANTONIO GOODWIN
AT&T RETIREMENT SAVINGS PLAN

Your 2022 Tax Form(s) are Ready to View and Print

Your tax form(s) are now available online for the 2022 tax year

» **View My Tax Forms**

Tax forms are plan specific. If you have multiple plans, you may receive more than one email with a link to the associated tax forms for that plan.





11/7/22



A notification about your distribution is available online



AT&T Retirement Savings Plan
ANTONIO GOODWIN
Transaction Date: 11/04/2022

**IMPORTANT NOTICE: ACTION MAY BE REQUIRED BY
4PM EASTERN TIME 12/23/2022**

- **View account balance on NetBenefits.com**
- **View tax notice**

We are writing in respect to your retirement account in the Plan listed above. As part of a periodic review, your account has been identified as having a vested market value equal to or less than your Plan's minimum required balance.

Fidelity is committed to keeping your security and privacy at the top of our list. Your information is protected, and we provide the highest level of security provided for on our platform. Your information is protected by NetBenefit.



Your Money M... 8/9/22

To: Tony Goodwin >

Reply To: Fidelity Inv... >



ANTONIO GOODWIN
AT&T Retirement Savings Plan

Your Funds are on their Way

Your funds will be sent via UPS. You should receive your check within 2 to 3 business days.

Your tracking number will be active within one business day. Select the number below to track your package, or copy and paste it on the UPS website.

Your tracking number is 1Z543V7Y1347943228.

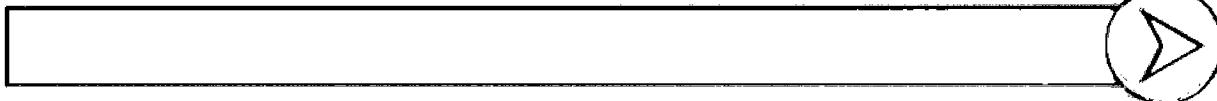
Please note: You may see a message reading "A label for this shipment has been created, but UPS does not yet have possession of this shipment," for one business day, while the check is being processed.

Quick Links

www.ups.com

[Withdrawals](#)

[Learn how to protect your account by going to NetBenefits.](#)



[Secure Login](#)



Your Money... 7/29/22

To: Tony Goodwin >

Reply To: Fidelity Inv... >

Your recent Benefits Center experience

[View in your browser](#)



Dear ANTONIO GOODWIN



Two minutes of your time to improve your experience

Please tell us about your recent call with the Fidelity Benefits Center. Your feedback is important to us as we strive to provide exceptional customer service.

[Start the survey](#)

Thank you for your assistance!

Fidelity Investments Benefits Center

Quick Links

[Share your feedback now](#)

[Privacy Policy](#) | [Terms of Use](#)

Fidelity has hired Medallia Inc. to develop, collect and analyze the responses generated by the attached survey. Fidelity Investments and Medallia Inc. are independent entities and are not legally affiliated.

Neither Fidelity nor Medallia Inc. will individually respond to any feedback you provide in this survey unless required to do so by applicable law, nor will they use your feedback for individual marketing efforts. Please do not include any personally identifiable information related to an account in your responses. If you have specific issues that you would like Fidelity to follow up on with you, please contact Fidelity directly through your normal contact channel.

Please do not respond to this email. This mailbox is not monitored, and you will not receive a response.

Your workplace benefits account is currently set to send emails of the following type: Confirmations of One-Time Transactions. To change this email setting click: [Stop receiving emails of this type](#). Note: You will be required to log in to NetBenefits.

Fidelity Brokerage Services LLC, Member NYSE, [SIPC](#), 900 Salem Street, Smithfield, RI 02917

1025761.1.0



From: Your Money...

To: Tony Goodwin

Reply To: Fidelity Inv...

October 27, 2022 at 12:...

Disclosure About Your Retirement Plan - Your latest quarterly statement is available



ANTONIO GOODWIN
AT&T Retirement Savings Plan

Quarterly Statement

Important information about your retirement plan is now available. Please review this information.

Your latest quarterly statement is available to view **online**.

You can visit NetBenefits® any time* to view statements dating back 10 years.

If you wish to opt-out of electronic delivery, please update your **mail preferences**.



On Tue, Aug 9, 2022 at 9:35 AM Your Money Matters

<Fidelity.Investments@mail.fidelity.com> wrote:

[View in your browser](#)



ANTONIO GOODWIN
AT&T Retirement Savings Plan

[Secure Login](#)

Your Funds are on their Way

Your funds will be sent via UPS. You should receive your check within 2 to 3 business days.

Your tracking number will be active within one business day. Select the number below to track your package, or copy and paste it on the UPS website.

Your tracking number is 1Z543V7Y1347943228.

Please note: You may see a message reading "A label for this shipment has been created, but UPS does not yet have possession of this shipment," for one business day, while the check is being processed.

Quick Links

www.ups.com

[Withdrawals](#)

[Learn how to protect your account by going to NetBenefits.](#)



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UPS and Fidelity Investments are independent entities and are not legally affiliated.

Your workplace benefits account is currently set to send emails of the following type: Confirmations of One-Time Transactions. To change this email setting click: [Stop receiving emails of this type](#). Note: You will be required to log in to NetBenefits.

The information in this e-mail is intended solely for the attention and use of the named addressee. This message or any part thereof must not be disclosed, copied, distributed, or retained by any person without authorization of the addressee.

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1018574.1.0

EMAIL DEF#10030450074 2084207

Sent from my iPhone

On Tue, Aug 9, 2022 at 9:35 AM Your Money Matters
<Fidelity.Investments@mail.fidelity.com> wrote:

[View in your browser](#)



ANTONIO GOODWIN
AT&T Retirement Savings Plan

[Secure Login](#)

Your Funds are on their Way

Your funds will be sent via UPS. You should receive your check within 2 to 3 business days.

Your tracking number will be active within one business day. Select the number below to track your package, or copy and paste it on the UPS website.

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Please note: You may see a message reading "A label for this shipment has been created, but UPS does not yet have possession of this shipment," for one business day, while the check is being processed.

Quick Links

www.ups.com

[Withdrawals](#)

[Learn how to protect your account by going to NetBenefits.](#)



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The information in this e-mail is intended solely for the attention and use of the named addressee. This message or any part thereof must not be disclosed, copied, distributed, or retained by any person without authorization of the addressee.

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1018574.1.0



Your Money M... 1/25/22

To: Tony Goodwin >

Reply To: Fidelity Inv... >

Start thinking of the future today! You're now eligible to enroll in your AT&T 401(k) savings plan.



Enroll in your AT&T savings plan.

your
money
matters

Congratulations! You are eligible to enroll in your AT&T 401(k) savings plan. Start thinking about your future today. Consider participating early and maximize your company match. For every dollar you contribute (up to 6% of your eligible compensation), AT&T provides a matching contribution. That's free money!

QUICK LINKS

> www.NetBenefits.com/att

Three easy steps to enroll:



Go to www.NetBenefits.com/att and select *enroll*. If you don't already have a Fidelity account, set up a user ID/password, and select *Register Now*. Or, call the Fidelity Service Center at (800) 416-2363 to enroll.



Decide how much to contribute. You can save up to 50% of your eligible compensation in your AT&T savings plan subject to annual limits. Contribute at least 6% on every paycheck to take full advantage of AT&T's matching contribution.

12:35

5G% 95



Dylan >

Aug 3, 2022 at 5:23 PM

I spoke with Fidelity
regarding my 401K check

AT&T still have me active in
there computer system
As a employee
AT&T have to make my last
day effective today
So Fidelity can send me my
401K check

Thank you
Tony

I submitted everything

Thank You

I will call Fidelity tomorrow
afternoon to see if the status
change from active
employee

Okay



12:40

5G 94



Dylan

Unray



Aug 4, 2022 at 7:37 PM

Hi Dylan

Who do I need to speak with
regarding my 401K. AT&T
and

Fidelity still have me active
in there computer system
and AT&T made my last day
effective yesterday August
3, 2022. I need AT&T to
contact Fidelity so they will
release my 401K check so
we can start relocating to
Ashburn Virginia
immediately

Thank you Dylan
Tony



12:41

5G% 94



Dylan

Aug 4, 2022 at 7:37 PM

Hi Dylan

Who do I need to speak with regarding my 401K. AT&T and Fidelity still have me active in there computer system and AT&T made my last day effective yesterday August 3, 2022. I need AT&T to contact Fidelity so they will release my 401K check so we can start relocating to Ashburn Virginia immediately

Thank you Dylan
Tony

Hello,
The paperwork was submitted just waiting for all approval to go through for it to show on both Att and Fidelity.



12:41



12:42

5G 94



Dylan

No worries Dylan
When will all of the approval
go through for both AT&T
and Fidelity because once
the approval go through
there still be hold on my
401K check. So definitely
need this done by tomorrow

No worries Dylan
When will all of the approval
go through for both AT&T
and Fidelity because once
the approval go through
there still will be hold on my
401K check. So definitely
need this done by tomorrow

Spelling correction

*So definitely I need this
done by tomorrow

Spelling correction

Aug 5, 2022 at 11:02 AM



12:43

5G% 94



Dylan >

Aug 5, 2022 at 11:02 AM

Good Morning Dylan I
apologize
I need these guys to make
sure the approval is
completed today so I can
receive my final check and
leave Las Vegas
immediately to relocate to
Ashburn Virginia
Thank you Dylan
Tony

Aug 5, 2022 at 1:50 PM

From what I see this
morning as of 7:30am is
complete

Awesome Dylan
I will double check with
Fidelity
Thank you
Tony



7:45

5G (16)



January 18, 2022

9:50 AM

...



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Payroll Address
1010 Pine Street, 7E-K-08
St. Louis MO 63101-2015

Earnings Statement

Empl ID: 00844278
Page 001 of 001
Period Beg/End: 02/27/2022 - 03/12/2022
Check Date: 03/18/2022
Check Number: 2047241760
Batch Number: 000000000711

ANTONIO GOODWIN
915 ALPER CENTER DR
UNIT 3307
HENDERSON, NV 89052

M1-EIN:371417265
For inquiries call OneStop: 888-722-1787
Total Hours Worked: 97.45
Basis of Pay: Hourly

Earnings	Rate	Hours	This Period
Pay Period(022722-031222)			
REGULAR	16.6250	97.45	1,620.11
PREMIUM 0.5	8.3125	17.45	145.05
NIGHT DIF REG 10%	1.6625	1.22	2.03
SUNDAY DIF REG 10%	1.6625	16.08	26.73
NIGHT DIF OT 10%	1.6625	0.83	1.38
SUNDAY DIF OT 10%	1.6625	1.68	2.79
ADD'L ADJUSTED OT PREM			2.85

Other Deductions	This Period	Year-to-Date
ARSP BASIC 401K	81.53-	81.53-
UNION DUES CMA	34.58-	34.58-

Tax Deductions	This Period	Year-to-Date
FED	181.33-	775.60-
Social Security	111.66-	425.50-
Medicare	26.11-	99.53-

Taxable Wages Summary	This Period	Year-to-Date
Fed	1,719.41	6,782.60
Social security	1,800.94	6,864.13
Medicare	1,800.94	6,864.13

2022 SOC SECURITY LIMITS: WAGES: 147,000.00
2022 SOC SECURITY LIMITS: TAXES: 9,114.00

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TEAR HERE

Case 2:23-cv-01950-GMN-DJA Document 26 Filed 04/25/24 Page 8 of 87
002818-002717Payroll Address
1010 Pine Street, 7E-K-08
St. Louis MO 63101-2015**Earnings Statement**Empl ID: 00844278
Page 001 of 001
Period Beg/End: 03/13/2022 - 03/26/2022
Check Date: 04/01/2022
Check Number: 2047248281
Batch Number: 000000000735ANTONIO GOODWIN
918 ALPER CENTER DR
UNIT 3307
HENDERSON, NV 89052M1-EIN:371417265
For inquiries call OneStop: 888-722-1787
Total Hours Worked: 80.07
Basis of Pay: Hourly

Earnings	Rate	Hours	This Period
Pay Period(031322-032622)			
REGULAR	16.6250	80.07	1,331.16
PREMIUM 0.5	8.3125	0.88	7.32
NIGHT DIF REG 10%	1.6625	1.55	2.58
SUNDAY DIF REG 10%	1.6625	15.42	25.64
NIGHT DIF OT 10%	1.6625	0.60	1.00
ADD'L ADJUSTED OT PREM			0.16
Pay Period(020122-022822)			
COMMISSION*			1,159.40
Pay Period(020122-022822)			
OT TRUE-UP ADD'L COMP			21.15

Taxable Wages Summary	This Period	Year-to-Date
Fed	2,398.16	9,180.76
Social security	2,548.41	9,412.54
Medicare	2,548.41	9,412.54

2022 SOC SECURITY LIMITS: WAGES: 147,000.00
2022 SOC SECURITY LIMITS: TAXES: 9,114.00

Other Deductions	This Period	Year-to-Date
ARSP BASIC 401K	150.25-	231.78-
UNION DUES CMA	17.79-	51.67-

Tax Deductions	This Period	Year-to-Date
FED	377.85-	1,153.45-
Social Security	158.00-	583.58-
Medicare	36.95-	116.48-

*SEE COMMISSION/INCENTIVE/ANWARD
STATEMENT(S) FOR MORE DETAIL

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Case 2:23-cv-01950-GMN-DJA Document 26 Filed 04/25/24 Page 6 of 87
002760-002670

Payroll Address
1010 Pine Street, 7E-K-08
St. Louis MO 63101-2015

Earnings Statement

Empl ID: 00844278
Page 001 of 001
Period Beg/End: 04/10/2022 - 04/23/2022
Check Date: 04/29/2022
Check Number: 2047261118
Batch Number: 000000000782

ANTONIO GOODWIN
916 ALPER CENTER DR
UNIT 3307
HENDERSON, NV 89052

MI-EIN:371417265
For Inquiries call OneStop: 888-722-1787
Total Hours Worked: 80.55
Basis of Pay: Hourly

Earnings	Rate	Hours	This Period
Pay Period(041022-042322)			
REGULAR	16.6250	80.55	1,339.14
PREMIUM 0.5	8.3125	0.55	4.57
NIGHT DIF REG 10%	1.6625	4.02	6.68
SUNDAY DIF REG 10%	1.6625	7.98	13.27
NIGHT DIF OT 10%	1.6625	0.55	0.91
ADD'L ADJUSTED OT PREM			0.07
Pay Period(030122-033122)			
COMMISSION*			1,404.73
Pay Period(030122-033122)			
OT TRUE-UP ADD'L COMP			65.18

Other Deductions	This Period	Year-to-Date
ARSP BASIC 401K	165.28-	478.55-
UNION DUES CMA	17.29-	85.45-

Tax Deductions	This Period	Year-to-Date
FED	439.32-	1,736.46-
Social Security	175.74-	850.37-
Medicare	41.10-	198.80-

*SEE COMMISSION/INCENTIVE/ANWARD
STATEMENT(S) FOR MORE DETAIL

Taxable Wages Summary	This Period	Year-to-Date
Fed	2,669.27	13,237.05
Social security	2,834.55	13,715.60
Medicare	2,834.55	13,715.60

2022 SOC SECURITY LIMITS: WAGES: 147,000.00
2022 SOC SECURITY LIMITS: TAXES: 9,114.00

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Case 2:23-cv-01950-GMN-DJA Document 26 Filed 04/25/24 Page 7 of 87
003184-002886Payroll Address
1010 Pine Street, 7E-K-08
St. Louis MO 63101-2015**Earnings Statement**Empl ID: 00844278
Page 001 of 001
Period Beg/End: 03/27/2022 - 04/09/2022
Check Date: 04/15/2022
Check Number: 2047254727
Batch Number: 000000000760ANTONIO GOODWIN
915 ALPER CENTER DR
UNIT 3307
HENDERSON, NV 89062M1-EIN:371417265
For inquiries call OneStop: 888-722-1787
Total Hours Worked: 82.12
Basis of Pay: Hourly

Earnings	Rate	Hours	This Period
Pay Period(032722-040922)			
REGULAR	16.6250	82.12	1,365.25
PREMIUM 0.5	8.3125	2.23	18.54
NIGHT DIF REG 10%	1.6625	2.22	3.69
SUNDAY DIF REG 10%	1.6625	15.80	26.27
NIGHT DIF OT 10%	1.6625	0.22	0.37
SUNDAY DIF OT 10%	1.6625	0.97	1.61
ADD'L ADJUSTED OT PREM			0.46
Pay Period(030122-033122)			
TAXABLE NON-CASH AWARD*			50.00
Pay Period(030122-033122)			
OT TRUE-UP ADD'L COMP			2.32

Taxable Wages Summary	This Period	Year-to-Date
Fed	1,387.02	10,567.78
Social security	1,468.51	10,881.05
Medicare	1,468.51	10,881.05

2022 SOC SECURITY LIMITS: WAGES:	147,000.00
2022 SOC SECURITY LIMITS: TAXES:	9,114.00

Other Deductions	This Period	Year-to-Date
ARSP BASIC 401K	81.49-	313.27-
UNION DUES CMA	17.29-	69.16-
Tax Deductions	This Period	Year-to-Date
FED	143.69-	1,297.14-
Social Security	91.05-	674.63-
Medicare	21.30-	157.78-

*SEE COMMISSION/INCENTIVE/AMWD
STATEMENT(S) FOR MORE DETAIL

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VERIFIED DOCUMENT WITH THE FOLLOWING SECURITY FEATURES: MICROFILM, INK, AND SECURITY FEATURES. FOR MORE INFORMATION, VISIT WWW.ADP.COM/SECURITY.

Case 2:23-cv-01950-GMN-DJA Document 26 Filed 04/25/24 Page 5 of 87
003003-002840

Payroll Address
1010 Pine Street, 7E-K-08
St. Louis MO 63101-2015

Earnings Statement

Empl ID: 00844278
Page 001 of 001
Period Beg/End: 04/24/2022 - 05/07/2022
Check Date: 05/13/2022
Check Number: 2047267209
Batch Number: 00000000806

ANTONIO GOODWIN
915 ALPER CENTER DR
UNIT 3307
HENDERSON, NV 89053

MI-EIN:371417265
For inquiries call OneStep: 888-722-1787
Total Hours Worked: 74.65
Basis of Pay: Hourly

Earnings	Rate	Hours	This Period
Pay Period(042422-050722)			
REGULAR	16.6250	74.65	1,241.06
NIGHT DIF REG 10%	1.6625	2.93	4.87
SUNDAY DIF REG 10%	1.6625	15.27	25.39
Pay Period(040122-043022)			
TAXABLE NON-CASH AWARD*			75.00
Pay Period(040122-043022)			
OT TRUE-UP ADD'L COMP			0.60

Taxable Wages Summary	This Period	Year-to-Date
Fed	1,270.64	14,507.69
Social security	1,346.92	15,062.52
Medicare	1,346.92	15,062.52

2022 SOC SECURITY LIMITS: WAGES: 147,000.00
2022 SOC SECURITY LIMITS: TAXES: 9,114.00

Other Deductions	This Period	Year-to-Date
ARSP BASIC 401K	76.28-	554.83-
UNION DUES CMA	17.29-	103.74-
Tax Deductions	This Period	Year-to-Date
FED	132.06-	1,068.51-
Social Security	83.51-	933.88-
Medicare	19.53-	218.41-

*SEE COMMISSION/INCENTIVE/AWARD
STATEMENT(S) FOR MORE DETAIL

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003043-002838

Payroll Address
1010 Pine Street, 7E-K-08
St. Louis MO 63101-2015

Earnings Statement

Empl ID: 00844278
Page 001 of 001
Period Beg/End: 06/05/2022 - 06/18/2022
Check Date: 06/24/2022
Check Number: 2047286778
Batch Number: 000000000876

ANTONIO GOODWIN
915 ALPER CENTER DR
UNIT 3307
HENDERSON, NV 89052

M1-EIN:371417265
For inquiries call OneStop: 888-722-1787
Total Hours Worked: 73.53
Basis of Pay: Hourly

Earnings	Rate	Hours	This Period
Pay Period(060522-061822)			
REGULAR	16.6250	73.53	1,222.44
PREMIUM 0.5	8.3125	2.92	24.27
NIGHT DIF REG 10%	1.6625	2.48	4.12
SUNDAY DIF REG 10%	1.6625	15.58	25.90
NIGHT DIF OT 10%	1.6625	0.72	1.20
ADD'L ADJUSTED OT PREM			0.60
Pay Period(060122-063122)			
COMMISSION*			846.41
Pay Period(060122-063122)			
TAXABLE NON-CASH AWARD*			85.00

Other Deductions	This Period	Year-to-Date
ARSP BASIC 401K	123.02-	876.83-
UNION DUES CMA	17.29-	155.61-

Tax Deductions	This Period	Year-to-Date
FED	315.59-	2,579.51-
Social Security	137.02-	1,276.08-
Medicare	32.04-	298.62-

*SEE COMMISSION/INCENTIVE/AWARD
STATEMENT(S) FOR MORE DETAIL

Taxable Wages Summary	This Period	Year-to-Date
Fed	2,086.92	19,717.93
Social security	2,209.94	20,594.76
Medicare	2,209.94	20,594.76

2022 SOC SECURITY LIMITS: WAGES: 147,000.00
2022 SOC SECURITY LIMITS: TAXES: 9,114.00

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ANTONIO GOODWIN
915 ALPER CENTER DR UNIT 3307
HENDERSON NV 89052 US
Payroll Address
1010 Pine Street, 7E-K-08
St. Louis MO 63101-2015

Earnings Statement

Empl ID: 00844278
Page 001 of 001
Period Beg/End: 07/31/2022 - 08/13/2022
Check Date: 08/08/2022
Check Number: 2047307172
Batch Number: 00000000951

ANTONIO GOODWIN
915 ALPER CENTER DR
UNIT 3307
HENDERSON, NV 89052

M1-EIN:371417265
For inquiries call OneStop: 888-722-1787
Total Hours Worked: 7.53
Basis of Pay: Hourly

Earnings	Rate	Hours	This Period
Pay Period(073122-081322)			
REGULAR	17.5875	7.53	132.43
SUNDAY DIF REG 10%	1.7588	7.53	13.24
PD TIME IN LIEU NON-CAL	17.5875	43.00	756.26
Pay Period(073122-073122)			
TAXABLE NON-CASH AWARD*			50.00

Taxable Wages Summary	This Period	Year-to-Date
Fed	943.19	24,981.53
Social security	951.93	26,129.30
Medicare	951.93	26,129.30

2022 SOC SECURITY LIMITS: WAGES: 147,000.00
2022 SOC SECURITY LIMITS: TAXES: 9,114.00

Other Deductions	This Period	Year-to-Date
ARSP BASIC 401K	8.74-	1,147.77-
UNION DUES CMA	18.29-	225.77-

Tax Deductions	This Period	Year-to-Date
FED	177.38-	3,264.51-
Social Security	59.02-	1,620.02-
Medicare	11.00-	378.87-

*SEE COMMISSION/INCENTIVE/AWARD
STATEMENT(S) FOR MORE DETAIL

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002736-002624

Payroll Address
1010 Pine Street, 7E-K-08
St. Louis MO 63101-2018

Earnings Statement

Empl ID: 00844278
Page 001 of 001
Period Beg/End: 07/17/2022 - 07/30/2022
Check Date: 08/05/2022
Check Number: 2047304759
Batch Number: 000000000942

ANTONIO GOODWIN
915 ALPER CENTER DR
UNIT 3307
HENDERSON, NV 89052

MI-EN:371417265
For inquiries call OneStep: 888-722-1767
Total Hours Worked: 81.03
Basis of Pay: Hourly

Earnings	Rate	Hours	This Period
Pay Period(071722-073022)			
REGULAR	17.5675	81.03	1,425.12
PREMIUM 0.5	6.7938	3.20	28.14
NIGHT DIF REG 10%	1.7588	2.18	3.83
SUNDAY DIF REG 10%	1.7588	15.42	27.12
NIGHT DIF OT 10%	1.7588	1.20	2.11
SUNDAY DIF OT 10%	1.7588	1.00	1.76
ADD'L ADJUSTED OT PREM			0.70
Pay Period(060122-063022)			
COMMISSION*			668.54
Pay Period(060122-063022)			
OT TRUE-UP ADD'L COMP			11.79

Taxable Wages Summary	This Period	Year-to-Date
Fed	2,045.01	24,038.34
Social security	2,169.11	25,177.37
Medicare	2,169.11	25,177.37

2022 SOC SECURITY LIMITS: WAGES: 147,000.00
2022 SOC SECURITY LIMITS: TAXES: 9,114.00

Other Deductions	This Period	Year-to-Date
ARSP BASIC 401K	124.10-	1,139.03-
UNION DUES CMA	18.29-	208.48-

Tax Deductions	This Period	Year-to-Date
FED	285.45-	3,087.13-
Social Security	134.49-	1,561.00-
Medicare	31.45-	365.07-

*SEE COMMISSION/INCENTIVE/AMOUNT
STATEMENT(S) FOR MORE DETAIL

UNITED STATES DISTRICT COURT
DISTRICT OF NEVADA

ANTONIO GOODWIN,

Plaintiff,

vs.

AT&T,

Defendant.

Case No.: 2:23-cv-01950-GMN-DJA

**ORDER DENYING MOTION FOR
JUDGMENT ON THE PLEADINGS**

Pending before the Court is the Motion for Judgment on the Pleadings, (ECF No. 13), filed by Defendant AT&T Corp. *Pro se* Plaintiff Antonio Goodwin filed a Motion to Supplement the Records for the Time Period in Dispute, (ECF No. 26), which the Court liberally construes¹ as a response, and a second Response, (ECF No. 28), to which AT&T filed a Reply, (ECF No. 30).

Also pending before the Court are Plaintiff's Motion Seeking Motion from Defendant, (ECF No. 23), and Motion to Strike, (ECF No. 29), in addition to AT&T's First and Second Motions to Strike, (ECF Nos. 18, 27).

For the reasons discussed below, the Court **DENIES** AT&T's Motion for Judgment on the Pleadings and Second Motion to Strike.² The Court further **DENIES** Plaintiff's Motion

¹ A document filed *pro se* is to be liberally construed. See *Erickson v. Pardus*, 551 U.S. 89, 94 (2007).

² AT&T's Second Motion to Strike contends that Plaintiff's Motion Seeking Motion, (ECF No. 23), and Motion to Supplement the Records, (ECF No. 26), should be stricken because they are amended complaints filed in violation of Fed. R. Civ. P. 15. The Court disagrees. Liberally construing the Motion Seeking Motion, it appears Plaintiff is requesting discovery from AT&T to demonstrate it was his employer. Thus, while the Court **DENIES** Plaintiff's Motion to the extent it seeks discovery, (Magistrate Judge Order, ECF No. 24), it declines to strike this Motion from the docket. Next, the Court construes Motion to Supplement the Records for the Time Period in Dispute as a response to AT&T's Motion for Judgment on the Pleadings, not an attempt by Plaintiff to file an amended complaint. Accordingly, AT&T's Second Motion to Strike is **DENIED**.

1 Seeking Motion from Defendant³ and Motion to Strike.⁴ Finally, the Court **GRANTS** AT&T's
 2 First Motion to Strike⁵ and Plaintiff's Motion to Supplement the Record for the Time Period in
 3 Dispute.⁶

4 **I. BACKGROUND**

5 This action arises from AT&T's alleged discrimination and retaliation against its
 6 employee, Plaintiff Antonio Goodwin. (*See generally* Am. Compl., ECF No. 10). AT&T filed
 7 an Answer denying it ever employed. (Answer 2:19–26, ECF No. 12). AT&T's denial is
 8 predicated on an assertion by Paula M. Phillips, a Director-Legal Administrator for AT&T
 9 Services, Inc., stating that she “conducted an exhaustive search of AT&T's employment
 10 records” and determined there were “no records of [Plaintiff] ever being employed by AT&T
 11

12
 13 ³ As stated, the Court **DENIES** Plaintiff's Motion to the extent it seeks. (Magistrate Judge Order, ECF No. 24).

14 ⁴ Plaintiff seeks to strike AT&T's Response, (ECF No. 27), and requests the Court impose sanctions on AT&T
 15 because it allegedly withheld discovery. (Pl.'s Mot. Strike at 3, ECF No. 29). Because the Court denies any
 discovery request made by Plaintiff, it **DENIES** his Motion and declines to issue sanctions.

16 ⁵ AT&T's First Motion to Strike contends that Plaintiff's Affidavit, (ECF No. 15), should also be stricken
 17 because it is an amended complaint filed in violation of Fed. R. Civ. P. 15. The Court agrees with AT&T that
 18 liberally construing Plaintiff's Affidavit, it constitutes an amended complaint filed in violation of Rule 15. “A
 19 party may amend its pleading once as a matter of course within: (A) 21 days after serving it, or (B) if the
 20 pleading is one to which a responsive pleading is required, 21 days after service of a responsive pleading or 21
 21 days after service of a motion under Rule 12(b), (e), or (f), whichever is earlier.” Fed. R. Civ. P. 15(a)(1).
 22 Otherwise, “a party may amend its pleading only with the opposing party's written consent or the court's leave.”
 Fed. R. Civ. P. 15(a)(2). Plaintiff has already filed an amended complaint as a matter of course, (Am. Compl.,
 ECF No. 10), and this case is otherwise past the point where Plaintiff can amend without AT&T's consent or the
 Court's leave. “When a party files an amended complaint without the right to do so, it is properly stricken by the
 Court.” *Wilkins v. Macober*, No. 2:16-cv-0475, 2022 WL 18027822, at *2 (E.D. Cal. Dec. 30, 2022). Because
 Plaintiff filed his Affidavit without proper authorization, the Court grants AT&T's First Motion to Strike, (ECF
 No. 18), and **STRIKES** the Affidavit from the docket.

23 ⁶ As explained above, the Court construes this filing as a response to AT&T's Motion for Judgment on the
 24 Pleadings. Nevertheless, the Court does not consider any argument or evidence in this filing in resolving
 25 AT&T's Motion for Judgment on the Pleadings to the extent it introduces argument and evidence beyond that
 contained in Plaintiff's pleadings. *See Hal Roach Studios, Inc. v. Richard Feiner & Co. Inc.*, 896 F.2d 1542,
 1550 (9th Cir. 1990) (holding that “judgment on the pleadings is improper when the district court goes beyond
 the pleadings to resolve an issue”).

1 from January 2020 onward . . . either at AT&T's headquarters or any other AT&T corporate
2 location.” (Paula Phillips Decl. ¶ 6, Ex. A to Answer, ECF No. 12-1). AT&T then filed its
3 Motion for Judgment on the Pleadings, (ECF No. 13).

4 **II. LEGAL STANDARD**

5 “After the pleadings are closed—but early enough not to delay trial—a party may move
6 for judgment on the pleadings.” Fed. R. Civ. P. 12(c). “[J]udgment on the pleadings is proper
7 ‘when, taking all the allegations in the non-moving party’s pleadings as true, the moving party
8 is entitled to judgment as a matter of law.’” *Ventress v. Japan Airlines*, 486 F.3d 1111, 1114
9 (9th Cir. 2007) (citation omitted).

10 Motions for judgment on the pleadings pursuant to Fed. R. Civ. P. 12(c) are
11 “functionally identical” to motions to dismiss for failure to state a claim under Federal Rule of
12 Civil Procedure 12(b)(6). *Dworkin v. Hustler Magazine Inc.*, 867 F.2d 1188, 1192 (9th Cir.
13 1989). Moreover, when reviewing a motion for judgment on the pleadings pursuant to Rule
14 12(c), a court “must accept all factual allegations in the complaint as true and construe them in
15 the light most favorable to the non-moving party.” *Fleming v. Pickard*, 581 F.3d 922, 925 (9th
16 Cir. 2009). The allegations of the nonmoving party must be accepted as true while any
17 allegations made by the moving party that have been denied or contradicted are assumed to be
18 false. *MacDonald v. Grace Church Seattle*, 457 F.3d 1079, 1081 (9th Cir. 2006).

19 **III. DISCUSSION**

20 AT&T moves for judgment on Plaintiff’s Title VII claims, arguing they fail as a matter of
21 law because “[AT&T] was never Plaintiff’s employer” and “Title VII has no applicability
22 outside of the employer/employee relationship.”⁷ (Mot. J. Pleadings 4:14–17). AT&T’s
23

24 ⁷ AT&T also contends the Court should grant its Motion for Judgment on the Pleadings under Local Rule 7-2(d)
25 because Plaintiff failed to file a timely response to its Motion. (Reply 3:24–4:9, ECF No. 30). However,
considering the fact that Plaintiff did file a response, albeit untimely, and because the Court disagrees with
AT&T’s underlying argument, it refrains from granting AT&T’s Motion on this basis.

1 argument is well taken, as Title VII only protects employees, not non-employees. *Adcock v.*
2 *Chrysler Corp.*, 166 F.3d 1290, 1292 (9th Cir. 1999). Thus, Plaintiff is “entitled to the
3 protections of Title VII only if []he is an employee” of AT&T. *Murray v. Principal Fin.*
4 *Group, Inc.*, 613 F.3d 943, 944 (9th Cir. 2010). However, whether Plaintiff was employed by
5 AT&T is a factual dispute not suitable for resolution at this stage.

6 The existence of affirmative defenses usually precludes judgment on the pleadings. *See*
7 *Gen. Conference Corp. of Seventh-Day Adventists v. Seventh-Day Adventist Cong. Church*, 887
8 F.2d 228, 230 (9th Cir. 1989). However, where affirmative defenses raise only questions of
9 law, such affirmative defenses do not preclude judgment on the pleadings. *See Unite Here*
10 *Local 19 v. Picayune Rancheria of Chukchansi Indians*, 101 F. Supp. 3d 929, 934 (E.D. Cal.
11 2015) (citing 5C Charles Alan Wright & Arthur R. Miller, *Federal Practice and Procedure* §
12 1367 (3d ed. 2004)). “The motion for a judgment on the pleadings only has utility when all
13 material allegations of fact are admitted or not controverted in the pleadings and only questions
14 of law remain to be decided by the district court.” *Id.* If a defendant’s affirmative defenses
15 create material issues of fact, judgment on the pleadings is precluded. *See Westport Ins. Corp.*
16 *v. N. California Relief*, 76 F. Supp. 3d 869, 882–83 (N.D. Cal. 2014) (finding that the
17 defendant’s affirmative defenses failed to create a material issue of fact and therefore did not
18 preclude judgment on the pleadings).

19 The Court cannot find there are no material facts in dispute. AT&T’s affirmative
20 defense—denying that it ever employed Plaintiff or exercised control over the terms and
21 conditions of his employment—is not a legal assertion. *See Bautista v. PR Gramercy Square*
22 *Condo.*, 642 F. Supp. 3d 411, 421 (S.D.N.Y. 2022) (“Determining whether an employment
23 relationship exists is a ‘fact-specific’ endeavor.”). Rather, it raises a contested factual issue, as
24 Plaintiff’s Amended Complaint alleges he was employed by AT&T. (*See generally* Am.
25 Compl.). In this posture, it is not proper for the Court to “resolve potential conflicts between

1 the allegations in Plaintiff's [Amended] Complaint and an attachment to [AT&T]'s Answer
2 provided in conjunction with an [a]ffirmative [d]efense, and [AT&T] cites no case in which a
3 Court properly undertook such a task at this early stage of the litigation (without converting the
4 motion to one for summary judgment, which no party requests the Court to do here)." *Affiliated*
5 *FM Ins. Co. v. Hill Phoenix Inc.*, No. 22-cv-00450, 2023 WL 244494, at *2 (D. Ariz. Jan. 18,
6 2023). Accordingly, AT&T's Motion is DENIED.

7 Considering Plaintiff's claims and filings, the Court finds that exceptional circumstances
8 exist justifying the appointment of counsel. To determine whether exceptional circumstances
9 exist warranting the appointment of counsel, a court must consider: (1) the likelihood of
10 success on the merits; and (2) the ability of the plaintiff to articulate their claims *pro se* in light
11 of the complexity of the legal issues involved. *See Palmer v. Valdez*, 560 F.3d 965, 970 (9th
12 Cir. 2009).

13 The Court has denied AT&T's Motion for Judgment on the Pleadings. At this point,
14 Plaintiff has a likelihood of success on his claims. This case will now proceed to discovery and
15 then dispositive motions. To date, Plaintiff's filings have been disjointed and unclear. The
16 Court anticipates that Plaintiff will encounter challenges conducting discovery and articulating
17 his arguments at the summary judgment stage. Whether Plaintiff was employed by AT&T, and
18 if he was discriminated against in the course of his employment, are two issues of sufficient
19 complexity that the Court finds appointment of counsel is warranted.

20 **IV. CONCLUSION**

21 **IT IS HEREBY ORDERED** that AT&T's Motion for Judgment on the Pleadings,
22 (ECF No. 13), is **DENIED**.

23 **IT IS FURTHER ORDERED** that AT&T's First Motion to Strike, (ECF No. 18), is
24 **GRANTED**. Plaintiff's Affidavit, (ECF No. 15), is **HEREBY STRICKEN** from the docket.

1 **IT IS FURTHER ORDERED** that AT&T's Second Motion to Strike, (ECF No. 27), is
2 **DENIED.**

3 **IT IS FURTHER ORDERED** that Plaintiff's Motion Seeking Motion, (ECF No. 23),
4 is **DENIED.**

5 **IT IS FURTHER ORDERED** that Plaintiff's Motion to Supplement the Records for
6 the Time Period in Dispute, (ECF No. 26), is **GRANTED.**

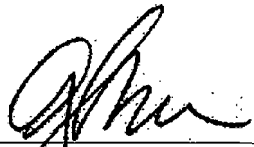
7 **IT IS FURTHER ORDERED** that Plaintiff's Motion to Strike, (ECF No. 29), is
8 **DENIED.**

9 **IT IS THEREFORE ORDERED** that this case be referred to the Pro Bono Program for
10 appointment of counsel for the purposes identified herein, unless Plaintiff notifies the Court
11 that he does not desire appointment of counsel.

12 **IT IS FURTHER ORDERED** that Plaintiff shall have until June 8, 2024, to notify the
13 Court if he does not desire appointment of counsel.

14 **IT IS FURTHER ORDERED** that the Clerk of Court shall forward this Order to the
15 Pro Bono Liaison.

16 **DATED** this 9 day of May, 2024.

17
18 
19 _____
20 Gloria M. Navarro, District Judge
21 United States District Court
22
23
24
25

1 Zachary P. Takos, Esq., (Nevada Bar #11293)
2 TAKOS LAW GROUP, LTD.
3 10785 West Twain Avenue, Suite 226
4 Las Vegas, Nevada 89135
5 Tel: (702) 658-1900
6 Email: zach@takoslaw.com

7 Stacey A. Campbell, (Colorado Bar #38378)
8 (*Pro Hac Vice* Application Pending)
9 Stacey@Campbell-Litigation.com
10 Campbell Litigation, P.C.
11 1410 N. High St.
12 Denver, Colorado 80218
13 Tel: (303) 536-1833

14 **Attorneys for Defendant**

15 **UNITED STATES DISTRICT COURT**
16 **FOR THE DISTRICT OF NEVADA**

17 ANTONIO GOODWIN,
18 Plaintiff,

19 v.

20 AT&T,
21 Defendant.

Case No.: 2:23-cv-01950-GMN-DJA

22 **DECLARATION OF PAULA M.**
23 **PHILLIPS IN SUPPORT OF**
24 **DEFENDANT'S ANSWER AND**
25 **AFFIRMATIVE DEFENSES**

26 **DECLARATION**

27 I, PAULA M. PHILLIPS, declare as follows:

28 1. I am over the age of 18 and have personal knowledge of the matters set forth
in this Declaration, and am submitting this Declaration in support of Defendant AT&T

1 Corp.'s¹ ("AT&T's") Answer to Plaintiff Antonio Goodwin's January 23, 2024 amended
2 Complaint for Employment Discrimination in the above-referenced case.

3 2. If called as a witness to testify, I could and would do so truthfully and
4 competently regarding the subject matter of this Declaration.

5 3. I am employed by AT&T Services, Inc. as Director-Legal Administrator and
6 I have worked for AT&T Services, Inc. since 2007.

7 4. AT&T is a global telecommunications company headquartered at One AT&T
8 Way, Bedminster, New Jersey, 07921-0752, with multiple subsidiaries within its global
9 family of companies. Its parent company, AT&T Inc., is a publicly traded holding
10 company and located at Whitacre Tower, 208 S. Akard Street, Dallas, Texas, 75202.

11 5. Per the Complaint, Mr. Goodwin alleges that AT&T was his employer and
12 has asserted that AT&T violated Title VII of the Civil Rights Act of 1964 ("Title VII") by
13 discriminating against him based on race, color, and sex, and also retaliated against him in
14 violation of Title VII.

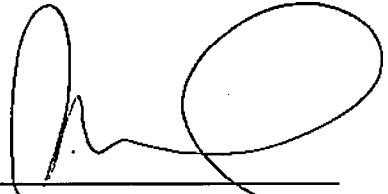
15 6. In my role as a Director-Legal Administrator for AT&T Services, Inc., I have
16 access to and have conducted an exhaustive search of AT&T's employment records, and
17 there are no records of Antonio Goodwin ever being employed by AT&T from January
18 2022 onward (the date range in which Mr. Goodwin alleges he was employed by AT&T
19 and was discriminated against by AT&T), either at AT&T's headquarters or any other
20 AT&T corporate locations.

21
22 [REMAINDER OF PAGE INTENTIONALLY LEFT BLANK]
23
24
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26
27

28 ¹ Plaintiff served his Complaint on AT&T Corp., which is not his employer, and this Declaration is given on behalf of AT&T Corp., as part of its Answer to the Complaint.

1 I declare under penalty of perjury under the laws of the United States of
2 America that the foregoing is true and correct.

3
4 Executed on February 26, 2024.



5 PAULA M. PHILLIPS
6 Director-Legal Administrator
7 AT&T Services, Inc.
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ADDITIONAL RACIAL DISCRIMINATION AND HOSTILE WORK ENVIRONMENT EVIDENCE

(TRIGGER WARNING: DYLAN ADAMS AT&T MANAGER RACIAL LANGUAGE AND CONTENT)

Appellant respectfully provides the following evidence, which contains explicit language and descriptions relevant to allegations of racial discrimination, hostile work environment, and workplace misconduct. This content is included verbatim for evidentiary purposes only and reflects statements, conduct, and context experienced and reported by Appellant.

Appellant contends that the lower court failed to properly address this overwhelming evidence.

DYLAN ADAMS AT&T MANAGER – Racial Discrimination Evidence

PLEASE PROVIDE YES DYLAN ADAMS AT&T MANAGER SINGING NIGGER LYNCHING SONGS WALKING BEHIND MR ANTONIO GOODWIN IN THE AT&T INVENTORY ROOM

• The term “woke” has come to include a sense of being aware of social and racial discrimination and injustice?

PLEASE PROVIDE YES • THE TERM (“WOKE”)/ STAY WOKE IS REFERRING TO NIGGERS CREEPING IN THE STAY WOKE VIDEO

PLEASE PROVIDE YES

• The term “STAY WOKE” DYLAN ADAMS SINGING NIGGER LYNCHING SONGS WHILE WALKING BEHIND ANTONIO GOODWIN IN THE AT&T INVENTORY ROOM. THE SONG IS TALKING ABOUT AND MEANS NIGGERS CREEPING IN THE GET OUT MOVIE AND VIDEO: THE MEANING OF THE STAY WOKE LYRICS IS BELOW THE GET OUT MOVIE AND VIDEO SHOW AND MEAN NIGGERS BEING CHASE, HUNTED, LYNCHED AND KILLED IN THE GET OUT MOVIE. THE STAY WOKE LYRICS IS BELOW? YES IT HAPPEN TO ANTONIO GOODWIN MANY OCCASIONS UNDER PENALTY AND PERJURY

But stay woke (stay woke, stay woke), niggas creepin' (they be creepin')

They gon' find you (they gon' find you)

Gon' catch you sleepin', ooh (gon' catch you sleepin', put your hands up now, baby)

Now stay woke, niggas creepin'

Now, don't you close your eyes, but stay woke (ooh-ah)

Niggas creepin' (they gon

This version adds your new evidence at the bottom while preserving the rest.

Trigger Warning

E. PLEASE PROVIDE MARCUS CARTER DID DEREK ZAMAGNI THE
AT&T CORPORATE MANAGER WRITE YOU UP FOR SEXUAL HARASSMENT AND
SEXUALLY HARASSING MR. ANTONIO GOODWIN AT THE 6436 N DECATUR
BLVD LAS VEGAS NV , 89131 LOCATION? YES
PLEASE PROVIDE YES MARCUS CARTER DID YOU SAY YOU CAN TURN
ANY MARRIED MAN INTO A GAY MAN? **YES IT HAPPEN TO ANTONIO GOODWIN UNDER
PENALTY AND PERJURY**

PLEASE PROVIDE YES MARCUS CARTER DID YOU SAY YOU CAN TURN
ANY MARRIED MAN INTO A GAY MAN WHILE STANDING BESIDE MR ANTONIO
GOODWIN? **YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND PERJURY**

PLEASE PROVIDE YES MARCUS CARTER IS MR. ANTONIO GOODWIN
MARRIED? YES

PLEASE PROVIDE YES MARCUS CARTER DID YOU MASSAGE SERGIO
HENRIQUEZ WHILE SAYING HEY BIG DADDY , GIVE IT TO ME BIG DADDY , AT
THE AT&T 6436 N DECATUR BLVD LAS VEGAS NV , 89131 LOCATION
PLEASE PROVIDE YES MARCUS CARTER DID YOU MASSAGE MARCOS
DIAZ WHILE SAYING HOW DOES THAT FEEL BABY GIRL, WHICH MARCOS DIAZ
IS A MAN AT AT&T? **YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND
PERJURY**

(WHICH THIS INCIDENT HAPPEN AT THE AT&T 6436 N
DECATUR BLVD LAS VEGAS NV , 89131 LOCATION? **YES IT HAPPEN TO ANTONIO
GOODWIN UNDER PENALTY AND PERJURY**

PLEASE PROVIDE MARCUS CARTER DID DA VION LYNCH AT&T
MANAGER WALK IN ON YOU MESSAGING MARCOS DIAZ AND DAVION LYNCH
SAID WHAT IS GOING ON HERE? **YES IT HAPPEN TO ANTONIO GOODWIN UNDER
PENALTY AND PERJURY**

PLEASE PROVIDE MARCUS CARTER DID YOU EVER SAY YOU HAVE
DICK ON YOUR BREATHE AT THE AT&T 6436 N DECATUR LOCATION? **YES IT HAPPEN
TO ANTONIO GOODWIN UNDER PENALTY AND PERJURY**

PLEASE PROVIDE MARCUS CARTER DID YOU REPEATEDLY ASK MR.

ANTONIO GOODWIN TO DRIVE YOU HOME? **YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND PERJURY**

PLEASE PROVIDE MARCUS CARTER WAS YOU SHAKING THE BATHROOM DOOR AND KNOB TRYING TO GET IN THE BATHROOM WHILE MR ANTONIO GOODWIN WAS INSIDE USING THE BATHROOM AT THE 6436 N DECATUR BLVD LAS VEGAS NV , 89131 LOCATION? **YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND PERJURY**

PLEASE PROVIDE MARCUS CARTER WAS YOU STANDING OUTSIDE THE BATHROOM DOOR CLOSE BETWEEN THE BATHROOM DOOR AND BREAK ROOM WHEN MR.ANTONIO GOODWIN CAME OUT THE BATHROOM? **YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND PERJURY**

AT THE 6436 N DECATUR BLVD LAS VEGAS NV , 89131 LOCATION? PLEASE PROVIDE MARCUS CARTER DID YOU LUST OVER AT&T

MALE CUSTOMERS BUTTS? **YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND PERJURY**

PLEASE PROVIDE MARCUS CARTER DID YOU LUST OVER AT&T MALE CUSTOMERS BUTTS IN FRONT OF MR ANTONIO GOODWIN? WHILE THE MALE AT&T CUSTOMERS WAS SHOPPING FOR AT&T

PHONES AND WHILE MR ANTONIO GOODWIN WAS STANDING BESIDE YOU? AT
THE AT&T 6436 N DECATUR BLVD LAS VEGAS NV , 89131 LOCATION? **YES IT HAPPEN
TO ANTONIO GOODWIN UNDER PENALTY AND PERJURY**

PLEASE PROVIDE MARCUS CARTER DID YOU TELL JAZMIN CHAVEZ
SHE WOULD BE A PERFECT 9 IF SHE HAD HER TITIES OUT DURING AT&T
BUSINESS HOURS? **YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND
PERJURY**

PLEASE PROVIDE MARCUS CARTER DID YOU TELL MR ANTONIO
GOODWIN TO COME TO THE BACK OF THE INVENTORY ROOM TO COUNT
MONEY WHILE YOU STOOD CLOSE BEHIND MR ANTONIO GOODWIN WHILE
YOU REACH ACROSS MR. ANTONIO GOODWIN BODY TO GRAB AND COUNT
MONEY OUT OF THE CASH REGISTER? **YES IT HAPPEN TO ANTONIO GOODWIN
UNDER PENALTY AND PERJURY**

PLEASE PROVIDE MARCUS CARTER .THE AT&T POLICY IS TO COUNT
THE AT&T CASH REGISTER MONEY IN THE BREAK ROOM AND NOT COUNT THE
CASH REGISTER IN THE BACK OF THE INVENTORY ROOM? YES
PLEASE PROVIDE MARCUS CARTER DID YOU EVER STARE AT MR
ANTONIO GOODWIN? **YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND
PERJURY**

PLEASE PROVIDE MARCUS CARTER WHEN MARCIS DIAZ WILL NOT
SHOW UP FOR WORK ON HIS SCHEDULE AT&T SHIFT DID DYLAN ADAMS ASK
YOU TO CALL MARCOS DIAZ BECAUSE HE DID NOT ANSWER HIS PHONE WHEN
DYLAN ADAMS THE AT&T MANAGER CALLED MARCOS DAIZ? YES
PLEASE PROVIDE MARCUS CARTER DID MARCOS DIAZ EVER NOT
CALL AND NOT SHOW UP FOR WORK AT AT&T? **YES IT HAPPEN ANTONIO GOODWIN
UNDER PENALTY AND PERJURY**

PLEASE PROVIDE MARCUS CARTER DID YOU EVER HAVE TO CALL
AND TEXT MARCOS DIAZ TO REMIND HIM TO COME INTO WORK AT AT&T? YES
PLEASE PROVIDE YES MARCUS CARTER IS AT&T POLICY IF YOU DO NOT CALL OR
SHOW UP FOR WORK IT'S IMMEDIATE TERMINATION? **YES IT HAPPEN TO ANTONIO
GOODWIN UNDER PENALTY AND PERJURY**

PLEASE PROVIDE MARCUS CARTER DURING THE AT&T
PROBATIONARY PERIOD IF YOU DO NOT CALL OR SHOW UP FOR WORK IT'S
IMMEDIATE TERMINATION ACCORDING TO AT&T POLICY? **YES IT HAPPEN ANTONIO
GOODWIN UNDER PENALTY AND PERJURY**

PLEASE PROVIDE MARCUS CARTER DID YOU TELL ELIZABETH
JIMENEZ, JAZMIN CHAVEZ AND MORE WHO YOU WOULD HAVE SEX WITH AT
THE 6436 LOCATION. THIS WAS REGARDING THE SELECTION OF YOUR MALE
CO-WORKERS AT AT&T THAT YOU WOULD HAVE SEX WITH? **YES IT HAPPEN TO**

ANTONIO GOODWIN UNDER PENALTY AND PERJURY

PLEASE PROVIDE MARCUS CARTER WAS YOU SINGING PUSSY TALK

BY CITY GIRLS DURING AT&T BUSINESS HOURS? **YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND PERJURY**

PLEASE PROVIDE MARCUS CARTER DID YOU PLAY THE CITY GIRLS

PUSSY IS TALK SONG OVER THE AT&T LOUD SPEAKER? **YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND PERJURY**

PLEASE PROVIDE MARCUS CARTER DID DYLAN ADAMS OR DA VION

LYNCH STOP YOU FROM PLAYING THE CITY GIRLS PUSSY TALK SONG OVER THE AT&T LOUD SPEAKER DURING AT&T BUSINESS HOURS? **YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND PERJURY**

PLEASE PROVIDE YES MARCUS CARTER DID DYLAN ADAMS, DAVION

LYNCH AND ALL OF YOUR AT&T CO WORKERS WATCH YOU PLAY , DANCE

SENSUAL, AND SING THE CITY GIRLS PUSSY TALK SONG AT THE AT&T 6436 N

DECATUR BLVD LAS VEGAS NV , 89131 LOCATION? DURING BUSINESS HOURS

YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND PERJURY

PLEASE PROVIDE MARCUS CARTER DID YOU PLAY , DANCE SENSUAL

AND SING THE CITY GIRLS PUSSY TALK LYRICS BELOW? AT THE 6436 N

DECATUR BLVD LAS VEGAS NV , 89131 LOCATION

Including results for CITY GIRLS PUSSY TALK LYRICS.

Do you want results only for CITY GIRLS PUSSY TAAK LYRICS? **YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND PERJURY**

Pussy Talk (feat. Doja Cat)

Song by

City Girls

Southside on the Track, yeah

Mm, mm, mm, mm (ayy, ayy, ayy, ayy)

Look, boyBoy, this pussy talk English, Spanish and French (hello)

Boy, this pussy talk Euros, Dollars and Yens (oww)

Boy, this pussy talk Bentleys, Rovers and Benz

Boy, this pussy fly private to islands, to M's

Boy, this pussy talk Birkin, Gucci, Chanel (oww)

Boy, this pussy talk Louis, Pucci, YSL (YSL)

Boy, this pussy make movies, wetter than a whale (hahaha)

Boy, this pussy be choosing, draft, NFL (ching-ching)

Don't nothin' but this cash make this pussy talk (ayy-ayy)

Don't nothin' but a bag make this pussy talk (ayy)

Don't nothin' but this cash make this pussy talk (oww)

Don't nothin' but a bag make this pussy talk

Ayy, look, this pussy extort these niggas

Pussy be like, "Can you afford me, nigga?"

Broke niggas in my face, pussy ignore these niggas
For the bag, pussy speak poetry, nigga
Boy, this pussy from the hood (ayy, ayy, ayy)
This pussy from the projects
This pussy so ghetto
This pussy speak ebonics (oww)
This pussy snatched back, playin' tug of war
Turn a nigga gang-gang, he gon' go to war (gang-gang)
You want this pussy real bad?
Say "pretty please" (please)
Cop me baguetties, make my wrist freeze
Got niggas overseas goin' crazy 'bout me (loco)
Jamaican, Cuban, French, Japanese
Boy, this pussy talk English, Spanish and French (hello)
Boy, this pussy talk Euros, Dollars and Yens (oww)
Boy, this pussy talk Bentleys, Rovers and Benz
Boy, this pussy fly private to islands, to M's
Boy, this pussy talk Birkin, Gucci, Chanel (oww)
Boy, this pussy talk Louis, Pucci, YSL (YSL)
Boy, this pussy make movies, wetter than a whale (hahaha)
Boy, this pussy be choosing, draft, NFL (ching-ching)
Don't nothin' but this cash make this pussy talk (talk)
Don't nothin' but a bag make this pussy talk (pussy talk)
Don't nothin' but this cash make this pussy talk (pussy talk)
Don't nothin' but a bag make this pussy talk (pussy talk)

Pussy talented, it do cartwheels

And he pay 'cause he like how that part feel (yuh)

Pussy give speeches, heartfelt

Said the pussy really talk like it Garfield (it do)

Said I got a way with my lips Pokerface, daddy, you know I don't play with my chips (mmm)

Play with my food, play with my tits

No game so the money make me play with my clit (ah!)

Talk out your act, you gon' get that cat

If that shit lookin' fat, throw another stack

She break her back, you know, put it on the map

Wanna make that shit talk? You should prolly bring a bag (hahaha)

Boy, this pussy talk English, Spanish and French (hello)

Boy, this pussy talk Euros, Dollars and Yens (oww)

Boy, this pussy talk Bentleys, Rovers and Benz

Boy, this pussy fly private to islands, to M's

Boy, this pussy talk Birkin, Gucci, Chanel (oww)

Boy, this pussy talk Louis, Pucci, YSL (YSL)

Boy, this pussy make movies, wetter than a whale (hahaha)

Boy, this pussy be choosing, draft, NFL (ching-ching)

Don't nothin' but this cash make this pussy talk (talk)

Don't nothin' but a bag make this pussy talk (pussy talk)

Don't nothin' but this cash make this pussy talk (pussy talk)

Don't nothin' but a bag make this pussy talk (pussy talk)

Uh, boy, this pussy bilingual (hola)

Anti-social, this pussy don't mingle (period)

Don't go broke or this pussy going single (haha)
"Ho, ho, ho", pussy turn him Kris Kringle
I bet your nigga disappear if this pussy speak (yup)
Hoe, we can't be friends if your pussy cheap (nah)
Spend a million with this pussy, you could get a week (ah)
I ain't talkin' 'bout dinner when I tell him "eat"
Uh, boy, this pussy worth a felony (yup)
This pussy goin' places pussy niggas never be
My nigga told me, "This pussy made a better me"
I feed a dog ass nigga, pussy Pedigree
Boy, this pussy talk English, Spanish and French (hello)
Boy, this pussy talk Euros, Dollars and Yens (oww)
Boy, this pussy talk Bentleys, Rovers and Benz
Boy, this pussy fly private to islands, to M's
Boy, this pussy talk Birkin, Gucci, Chanel (oww)
Boy, this pussy talk Louis, Pucci, YSL (YSL)
Boy, this pussy make movies, wetter than a whale (hahaha)
Boy, this pussy be choosing, draft, NFL (ching-ching)
Don't nothin' but this cash make this pussy talk (talk)
Don't nothin' but a bag make this pussy talk (pussy talk)
Don't nothin' but this cash make this pussy talk (pussy talk)Don't nothin' but a bag make this
pussy talk (pussy talk)

ADDITIONAL RACIAL DISCRIMINATION AND HOSTILE WORK ENVIRONMENT EVIDENCE
PLEASE PROVIDE IF THE FOLLOWING AT&T EMPLOYEE ANTONIO

GOODWIN CAUGHT DYLAN ADAMS AND DAVION LYNCH BREAKING LABOR LAWS IN THE AT&T UNION MEETING ON MAY 5, 2022 CONDUCTED BY CARLA CAMPOS ORTIZ AT&T REP AND ALBERTO GONZALEZ AT&T VICE PRESIDENT.? YES PLEASE PROVIDE YES OR NO WHEN I SPOKE UP REGARDING DYLAN ADAMS BREAKING LABOR LAWS. HE IMMEDIATELY WROTE UP MR. ANTONIO GOODWIN FOR POOR JOB PERFORMANCE RIGHT AFTER THE AT&T UNION MEETING WAS OVER WITH CARLA CAMPOS ORTIZ THE AT&T UNION REP AND ALBERTO GONZALEZ THE AT&T UNION VICE PRESIDENT ON MAY 5, 2022? YES PLEASE PROVIDE IF CARLA CAMPOS AT&T UNION REP STATED TO MR. ANTONIO GOODWIN ON MAY 5, 2022 THAT DYLAN ADAMS RETALIATED AGAINST HIM AND CARLA CAMPOS ORTIZ TOLD MR.ANTONIO GOODWIN TO IMMEDIATELY FILE THE RETALIATION HARASSMENT CASE AGAINST DYLAN ADAMS ON MAY 5, 2022? YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND PERJURY

PLEASE PROVIDE IF AT&T EMPLOYEE CAELA CAMPOS ORTIZ TOLD ANTONIO GOODWIN THIS WAS RETALIATION DONE BY DYLAN ADANS AND DAVION LYNCH BECAUSE I CAUGHT THOSE GUYS BREAKING LABOR LAWS AND REPORTED DYLAN ADAMS AND DAVION LYNCH TO THE AT&T UNION REP CARLA CAMPOS AND THE AT&T UNION VICE PRESIDENT ALBERTO GONZALEZ ON MAY 5, 2022? YES IT HAPPEN TO ANTONIO GOODWIN

PLEASE PROVIDE IF AT&T EMPLOYEE ANTONIO GOODWIN DID NOT RECEIVED A PROPER VERBAL WARNING FROM DYLAN ADAMS THE AT&T

MANAGER ON JUNE 18, 2022?. YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND PERJURY

PLEASE PROVIDE IF OTHER AT&T EMPLOYEES RECEIVE A VERBAL WARNING BEFORE THEY RECEIVED A FINAL WRITTEN WARNING IN JUNE OF 2022 THRU AUGUST OF 2022? ANTONIO GOODWIN NEVER RECEIVED A VERBAL WARNING UNDER PENALTY AND PERJURY

PLEASE PROVIDE DYLAN ADAMS FIRST EXCUSE FOR NOT GIVING MR.ANTONIO GOODWIN A VERBAL WARNING ON JUNE 18, 2022 WAS HIS COMPUTER WAS NOT WORKING PROPERLY? YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND PERJURY

PLEASE PROVIDE IF DYLAN ADAMS 2ND EXCUSE FOR NOT GIVING MR. ANTONIO GOODWINCA VERBAL WARNING WAS HE DID NOT SEE MR. GOODWIN AT WORK FROM JUNE 18, 2022 THRU JULY 6, 2022

PLEASE PROVIDE YES OR NO IF DYLAN ADAMS 3RD EXCUSE FOR NOT GIVING MR. ANTONIO GOODWIN A VERBAL WARNING WAS HE DID NOT WANT TO TEXT MR.GOODWIN REGARDING THIS SERIOUS ATTENDANCE MATTER ON JUNE 18, 2022 OVER THE PHONE? YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND PERJURY

PLEASE PROVIDE IF ON JULY 7,, 2022 MR. ANTONIO GOODWIN
RECEIVE A FINAL WRITTEN NOTICE REGARDING HIS ATTENDANCE?
PLEASE PROVIDE YES OR NO IF MR. ANTONIO GOODWIN SHOULD HAVE
RECEIVED A VERBAL WARNING ON JUNE 18, 2022 THRU JULY 6, 2022, WHICH IS
AT&T POLICY AND PROTOCOL? YES IT HAPPEN TO ANTONIO GOODWIN UNDER
PENALTY AND PERJURY

PLEASE PROVIDE IF MR. ANTONIO GOODWIN RECEIVED THE FINAL
WRITTEN WARNING ON JULY 15, 2022. ANTONIO GOODWIN NEVER RECEIVED A
VERBAL WARING

PLEASE PROVIDE IF AT&T GAVE MR. ANTONIO GOODWIN 2 WEEKS
OF VACATION TIME OFF 2 TO 5 DAYS AFTER AT&T ISSUED MR. GOODWIN THE
FINAL WRITTEN WARNING ON JULY 15, 2022 FOR ATTENDANCE.

PLEASE PROVIDE AT&T EMPLOYEE MARCOS DIAZ WENT DAYS
AND WEEKS WITHOUT CALLING , INTO WORK AT AT&T OR TEXTINGS AT&T
MANAGERS TO LET THEM KNOW HE WILL NOT BE COMING INTO WORK
DURING THE AT&T, PROBATION PERIOD WHICH IS IMMEDIATE TERMINATION
ACCORDING TO AT&T POLICY? MARCOS DIAZ DID NOT GET TERMINATED DYLAN
ADAMS NEVER WROTE MARCOS DIAZ UP. NOTHING HAPPEN, HOWEVER ANTONIO
GOODWIN CALL IN WORK AND SPOKE WITH DYLAN ADAMS REGARDING HIS WIFE
LIFE THREATENING CONDITION AS WELL AS PROVIDED A SIGNED DOCTOR LETTER
REGARDING MY WIFE LIFE THREATENING CONDITION HOWEVER DYLAN ADAMS
SERVE ME A FINAL WRITTEN WARNING THIS HAPPEN TO ANTONIO GOODWIN UNDER
PENALTY AND PERJURY. THIS IS WITHOUT A REASONABLE DOUBT RACIAL
DISCRIMINATIONS

PLEASE PROVIDE YES OR NO IF AT&T EMPLOYEE ANTONIO GOODWIN IN
FEBRUARY, MARCH, APRIL AND MAY WAS:
VOTED EMPLOYEE OF THE MONTH MARCH/ APRIL OF 2022?

BECAME A EXPERT, IN CRU, BUSINESS SALES FEBRUARY/MARCH/APRIL OF
2022,
BECAME A EXPERT IN FIRST NET SALES IN FEBRUARY/MARCH/APRIL OF 2022,

,#1 IN THE DISTRICT IN INSURANCE PROTECTION SALES IN
FEBRUARY/MARCH/APRIL OF 2022,

PLEASE PROVIDE IF ANGEL THE DISTRICT MANAGER IN FEBRUARY
MARCH/APRIL OF 2022 APPOINTMENT ANTONIO GOODWIN THE TEAM LEADER
FOR AT&T CRU BUSINESS SALES TEAM TO MENTOR HIS AT&T CO. WORKERS AT
THE 6436 N DECATUR BLVD, LAS VEGAS NV 89131 LOCATION; YES

PLEASE PROVIDE IF AT&T EMPLOYEE ANTONIO GOODWIN IN
FEBRUARY/MARCH/APRIL WAS:THE ONLY INSIDE SALESPERSON THAT HAD
SPECIAL PERMISSION FROM ANGEL THE DISTRICT MANAGER TO CLOSE
BUSINESS DEALS OUTSIDE OF THE 6436 N DECATUR BLVD OFFICE LOCATION
OFFICE WHICH MEANS I WAS THE ONLY SALESPERSON THAT HAD SPECIAL
AUTHORIZATIONS TO TRAVEL TO DIFFERENT COMPANIES/CORPORATIONS

LOCATIONS TO CLOSE AT&T CRU BUSINESS DEALS? YES

PLEASE PROVIDE IF THE FOLLOWING AT&T EMPLOYEE DYLAN

ADAMS INSTRUCTED ME ANTONIO GOODWIN ON MANY OCCASION THAT I

**ANTONIO GOODWIN HAD TO ASK WHITE MARCOS DIAZ WITH ZERO EXPERIENCE TO
OPEN THE AT&T INVENTORY ROOM DOOR BEFORE I ANTONIO GOING WAS ALLOW TO
ENTER?. YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND PERJURY**

**PLEASE PROVIDE IF DYLAN ADAMS WOULD GIVE WHITE MARCOS DIAZ WITH ZERO
EXPERIENCE**

THE SECURITY CODE FOR THE AT&T INVENTORY ROOM DOOR ON LATE

**EVENING AND NIGHT SHIFTS AND NOT MR.ANTONIO GOODWIN WITH 20 YEARS OF
B2B MANAGEMENT EXPERIENCE AND #1 IN CRU SALES AND FIRST NET SALES IN THE
AT&T COMPANY**

PLEASE PROVIDE IF I WOULD EXPLAIN TO MARCOS DIAZ, DYLAN

ADAMS, DAVION LYNCH AND DEREK ZAMNGNI THAT MARCOS DIAZ WAS

HIRED AFTER ME ANTONIO GOODWIN WITH FAR LESS EXPERIENCE THAN ME

ANTONIO GOODWIN HOWEVER I HAD TO ASK MARCOS TO OPEN THE

**INVENTORY DOOR FOR ME BEFORE ENTERING? YES IT HAPPEN TO ANTONIO
GOODWIN UNDER PENALTY AND PERJURY**

PLEASE PROVIDE IF I SHARED MY QUALIFICATION WITH MARCOS

DIAZ, DYLAN ADAM, CARLA CAMPOS ORTIZ THAT I WAS A SENIOR ACCOUNT

EXECUTIVE FOR VERIZON AND NEXTEL WHICH I HANDLE CORPORATE BUSINESS TO BUSINESS AND GOVERNMENT CONTRACTS AS WELL AS MENTOR OVER 100 SALES REP HOWEVER I STILL HAD TO ASK MARCOS DIAZ TO OPEN THE AT&T INVENTORY DOOR BEFORE ENTERING? YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND PERJURY

PLEASE PROVIDE IF I WOULD SHARE WITH MARCOS DIAZ, CARLA CAMPOS ORTIZ, MY QUALIFICATIONS AND ACCOLADES I CURRENT HAD WITH AT&T BECAUSE MARCOS DIAZ HAD FAR LESS EXPERIENCE AND QUALIFICATIONS THAN ME ANTONIO GOODWIN AND I STILL HAD TO ASK MARCOS DIAZ TO OPEN THE EASY AT&T INVENTORY SECURITY DOOR, YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND PERJURY

PLEASE PROVIDE IF I ANTONIO GOODWIN WAS INSTRUCTED BY DYLAN ADAMS TO ASK MARCOS DIAZ TO OPEN THE EXTREMELY SIMPLE AND EASY SECURITY CODE AT&T INVENTORY ROOM DOOR ON MANY OCCASIONS AND I ANTONIO GOODWIN WAS NOT ALLOWED TO HAVE THE EASY 4 DIGIT SECURITY CODE FOR THE AT&T INVENTORY ROOM WHICH WAS INSTRUCTED BY DYLAN ADAMS?. YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND PERJURY

PLEASE PROVIDE IF DYLAN ADAMS REFUSE TO TRAIN ME ON THE COMPUTER, IPADS, AND KIOS I ANTONIO GOODWIN WAS INSTRUCTED BY

DYLAN ADAMS TO DUMP TRASH, CLEAN THE BATHROOM, CLEAN THE BREAK ROOM,, WINDEX AND CLEAN TABLES AND THE FRONT STORE WINDOWS AND MORE EVERY NIGHT

PLEASE PROVIDE DYLAN ADAMS REFUSE TO TRAIN ME ANTONIO

GOODWIN ON THE KIOS, COMPUTER AND IPADS AND DYLAN KNEW I WAS A SENIOR B2B EXECUTIVE THAT HANDLE CORPORATE AND GOVERNMENT CONTRACTS WITH EXTREMELY HIGH QUALIFICATIONS? YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND PERJURY

PLEASE PROVIDE DYLAN ADAMS REFUSE TO TRAIN ME ANTONIO GOODWIN

GOODWIN FROM MARCH OF 2022 THRU AUGUST 4, 2022 WHICH I ANTONIO GOODWIN REPORTED THIS SERIOUS RACIAL DISCRIMINATION .INCIDENTS TO DEREK ZAMAGNI AT&T CORPORATE HR MANAGER. (WHICH IS WELL DOCUMENTED OF ME REPEATEDLY BEGGING DYLAN ADAMS TO TRAIN ME)

PLEASE PROVIDE MR.ANTONIO GOODWIN AT&T ACCOLADES IS BELOW, FOR HIS PERFORMANCES IN FEBRUARY, MARCH, APRIL AND MAY OF 2022

VOTED EMPLOYEE OF THE MONTH BECAME A EXPERT, IN CRU, BUSINESS SALES ACCOMPLISH IN 3 MONTHS WHICH IS A 12 MONTH GOAL, BECAME A EXPERT IN FIRST NET SALES ACCOMPLISH IN 3 MONTHS WHICH IS A 12 MONTH GOAL,

**,#1 IN THE DISTRICT IN INSURANCE PROTECTION SALES,
CLOSING 20 TO 80 CRU BUSINESS SALES IN 1 MONTH IN FEBRUARY,, MARCH,
APRIL, MAY, JUNE AND JULY OF 2022
YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY AND PERJURY**

**PLEASE PROVIDE IF AT&T UNION REP EMPLOYEE CARLA CAMPOS
ORTIZ TOLD ME ANTONIO GOODWIN TO FILE A HARASSMENT/SEXUAL HARASSMENT
REPORT ON DYLAN ADAMS FOR WALKING EXTREMELY CLOSE
BEHIND ME ANTNIO GOODWIN ON MAY 13, 2022. YES IT HAPPEN TO ANTONIO
GOODWIN UNDER PENALTY AND PERJURY**

**PLEASE PROVIDE IF AT&T UNION REP CARLA CAMPOS ORTIZ TOLD
MR. ANTONIO GOODWIN ON MAY 17, 2022. THAT DYLAN ADAMS WROTE HIM UP
FOR POOR JOB PERFORMANCES ON MARCH 4, 2022 AND APRIL 24, 2022. CARLA
CAMPOS ORTIZ CLEARLY STATED THIS WAS A MONTHLY ACTION PLAN AND IT
WAS ONLY GOAL SETTING WITH JULIO MARTINEZ MY PREVIOUS AT&T
MANAGER WHICH WAS NOT FOR POOR JOB PERFORMANCE. YES IT HAPPEN TO
ANTONIO GOODWIN UNDER PENALTY AND PERJURY**

PLEASE PROVIDE IF THIS WAS A ILLEGAL WRITE UP ON MAY 17,

**2022 DONE BY DYLAN ADAMS AND THE WRITE UP WAS NEVER REMOVED
FROM MY RECORDS FROM MAY 17, 2022 TO AUGUST 4, 2022 (I HAVE THE TEXT
MESSAGES TO PROVE IT?). YES IT HAPPEN TO ANTONIO GOODWIN UNDER PENALTY
AND PERJURY**

**PLEASE PROVIDE IF AT&T MANAGER DYLAN ADAMS ALLOWED
MARCUS CARTER TO PERFORM SEXUAL MASSAGES ON SERGIO HENRIQUEZ &
MARCOS DIAZ DAILY WHILE SAYING HEY BIG DADDY TO SERGIO HENRIQUEZ
AND CALLING MARCOS DIAZ BABY GIRL WHILE MASSAGING HIM,AS WELL AS
PROVIDE YES OR NO IF MARCUS CARTER WAS ALLOWED TO SING AND PLAY CITY
GIRLS PUSSY TALK LYRICS AND SONG DURING BUSINESS HOURS OVER THE
AT&T LOUD SPEAKER SO EVERYONE COULD HERE THE PUSY TALK SONG AND
LYRICS? (2ND WITNESS DAVION LYNCH AT&T MANAGER) YES IT HAPPEN TO ANTONIO
GOODWIN UNDER PENALTY AND PERJURY**

1
2
3 UNITED STATES COURT OF APPEALS
4 FOR THE NINTH CIRCUIT
5
6

7 ANTONIO GOODWIN,

Ninth Circuit Case No. 26-927

8 Plaintiff,

MOTION TO RECALL THE MANDATE
BASED ON NEWLY DISCOVERED 63
AUTHENTIC AT&T EMPLOYEE
DOCUMENTS SENT DIRECTLY FROM
AT&T TO THE EEOC,

9
10 v.

11 AT&T,

12 Defendant..
13
14
15
16
17
18
19
20
21

1 MOTION TO RECALL THE MANDATE BASED ON NEWLY DISCOVERED 63 AUTHENTIC
2 AT&T EMPLOYEE DOCUMENTS SENT DIRECTLY FROM AT&T TO THE EEOC, MATERIAL
3 CONTRADICTION OF PAMELA M. PHILLIPS' DECLARATION, FIFTH AMENDMENT DUE
4 PROCESS VIOLATIONS, SANCTIONS IMPOSED BY MAGISTRATE JUDGE DANIEL J.
5 ALBREGTS AND DISTRICT JUDGE GLORIA M. NAVARRO, DISCOVERY CUT-OFF
6 VIOLATIONS, AND REQUEST FOR SPECIFIC WRITTEN FINDINGS BY JUDGES
7 FRIEDLAND, R. NELSON, AND BADE

8
9 Plaintiff-Appellant Antonio Goodwin, proceeding pro se, respectfully moves this Court to
10 recall the mandate in Ninth Circuit Case No. 26-927.

11
12 Plaintiff respectfully submits that extraordinary circumstances exist because Plaintiff has
13 now located and possesses 63 authentic AT&T employee documents sent directly from
14 AT&T to the Equal Employment Opportunity Commission ("EEOC"). These documents
15 include Plaintiff Antonio Goodwin's AT&T Mobility LLC employee history, AT&T employee
16 number, name, passcode, AT&T write-ups, AT&T coaching records, AT&T response
17 materials sent directly to the EEOC, and AT&T employment-related documents connected
18 to AT&T Mobility LLC, AT&T, AT&T Inc., and AT&T Corp.

19
20 These 63 AT&T-generated employee documents directly contradict Pamela M. Phillips'
21 declaration stating that there were no records of Antonio Goodwin ever being an
employee of any AT&T company.

Plaintiff respectfully requests that Judges Michelle T. Friedland, Ryan D. Nelson, and
Bridget S. Bade recall the mandate, reopen the appeal, and issue specific written findings
addressing whether Plaintiff's AT&T employment evidence was deemed frivolous,
insufficient, inadmissible, unsupported, or ignored without a merits determination.

I. INTRODUCTION

This case concerns the central issue of whether Antonio Goodwin was employed by

1 AT&T, AT&T Mobility LLC, AT&T Inc., AT&T Corp., or any AT&T-related entity.

2
3 Plaintiff contends that the answer is proven by extensive AT&T employment evidence,
4 including 1,053 AT&T employment documents, more than 5,000 AT&T
5 employment-related images and records, and now 63 authentic AT&T employee
6 documents sent directly from AT&T to the EEOC.

7 Plaintiff further contends that Pamela M. Phillips submitted a declaration stating that no
8 records existed showing Antonio Goodwin was ever employed by any AT&T company.
9 Plaintiff respectfully contends that this declaration is materially contradicted by AT&T's
10 own documents sent to the EEOC.

11 Plaintiff respectfully submits that the Ninth Circuit's mandate should be recalled because
12 sanctions and dismissal were imposed against Mr. Goodwin by Magistrate Judge Daniel
13 J. Albregts and District Judge Gloria M. Navarro without an express merits ruling on
14 Plaintiff's AT&T employment evidence, and because Judges Friedland, R. Nelson, and
15 Bade dismissed or treated the appeal as frivolous without specific written findings
16 addressing the AT&T employment evidence.

17 II. EEOC CHRONOLOGICAL TIMELINE

18 Plaintiff's AT&T employment evidence began before the federal court case.

19
20 In 2023, Plaintiff Antonio Goodwin pursued the EEOC matter against AT&T concerning
21 Plaintiff's employment, racial discrimination, sexual harassment, labor law violations,
and related claims.

Plaintiff contends that the EEOC matter was captioned and treated as Antonio Goodwin
v. AT&T, and that the EEOC documents for approximately three years identified AT&T as
the respondent.

1
2 Plaintiff contends that during the EEOC investigation, AT&T responded to the EEOC and
3 did not state that Antonio Goodwin was never an employee of AT&T until after Plaintiff
4 filed the federal lawsuit in the United States District Court for the District of Nevada.

5 Plaintiff contends that on or about January 2024, the EEOC issued Plaintiff Antonio
6 Goodwin a Right to Sue letter against AT&T.

7 Plaintiff contends that on May 9, 2024, EEOC Government Specialist Kathleen Gilliam
8 communicated with Plaintiff concerning the EEOC investigation and AT&T employment
9 evidence.

10 Plaintiff contends that Kathleen Gilliam stated in substance: "If you was not an employee
11 of AT&T Mr. Goodwin, AT&T would not had ever responded to the EEOC lawsuit filed
12 against AT&T."

13 Plaintiff contends that the EEOC evidence, EEOC Right to Sue letter, EEOC investigation
14 records, and AT&T's own EEOC response materials were repeatedly submitted to the
15 District Court and the Ninth Circuit but were never meaningfully addressed in written
16 findings.

17 Plaintiff now possesses 63 authentic AT&T employee documents sent directly from AT&T
18 to the EEOC. These records include Plaintiff's AT&T Mobility employment history, AT&T
19 employee number, name, passcode, AT&T write-ups, AT&T coaching records, AT&T
20 EEOC response materials, and AT&T employment-related records.

21 Plaintiff respectfully contends that these 63 documents prove that AT&T possessed
employment records concerning Antonio Goodwin and that Pamela M. Phillips'
declaration stating that no such records existed is materially contradicted.

1 X

2 FEDERAL FALSE-STATEMENT, PERJURY,
3 AND DECLARATION-UNDER-PENALTY-OF-PERJURY ISSUES

4 Plaintiff respectfully contends that the record raises serious issues under federal
5 false-statement, perjury, and declaration-under-penalty-of-perjury laws because AT&T,
6 Pamela M. Phillips, and Stacey Campbell maintained for nearly three years that Antonio
7 Goodwin was never an employee of any AT&T company, while AT&T's own records sent
8 directly to the EEOC include 63 authentic AT&T employee documents identifying
9 Plaintiff's AT&T Mobility LLC employee history, AT&T employee number, name,
10 passcode, AT&T write-ups, AT&T coaching records, AT&T EEOC response materials, and
11 AT&T employment-related documents connected to AT&T Mobility LLC, AT&T, AT&T Inc.,
12 and AT&T Corp.

13 Plaintiff respectfully contends that Pamela M. Phillips' declaration is materially
14 contradicted by AT&T's own documents because the declaration stated that there were
15 no records showing Antonio Goodwin was ever employed by any AT&T company.
16 Plaintiff contends that this statement was false, material, and prejudicial because it was
17 used to support AT&T's position that Plaintiff's employment evidence and claims were
18 frivolous or unsupported.

19 Plaintiff respectfully contends that these facts implicate, at minimum, the following
20 federal statutes and legal concerns:

21 18 U.S.C. § 1001 — False Statements to the Federal Government.

Plaintiff contends that AT&T, Pamela M. Phillips, and Stacey Campbell made materially
false employment statements within matters involving federal jurisdiction, including the
EEOC proceedings and federal court proceedings, by asserting that Plaintiff was never
employed by any AT&T company despite AT&T-generated employment records.

18 U.S.C. § 1621 — Perjury.

Plaintiff contends that any sworn statement or declaration made under oath denying the

1 existence of Plaintiff's AT&T employment records may constitute perjury if the statement
2 was knowingly false and material.

3 18 U.S.C. § 1623 — False Declarations Before Court or Grand Jury.

4 Plaintiff contends that any false declaration submitted in a federal court proceeding
5 concerning Plaintiff's employment status may implicate 18 U.S.C. § 1623 if the
6 declaration was knowingly false and material.

7 28 U.S.C. § 1746 — Unsworn Declarations Under Penalty of Perjury.

8 Plaintiff contends that Pamela M. Phillips' declaration, if submitted under penalty of
9 perjury, carried the same seriousness as sworn testimony and should not have been
10 accepted without meaningful review once Plaintiff presented AT&T records contradicting
11 it.

12 18 U.S.C. § 1503 — Obstruction of Justice.

13 Plaintiff contends that if false employment statements were knowingly used to influence
14 the federal court's handling of Plaintiff's case, sanctions, dismissal, or frivolousness
15 determination, such conduct may raise obstruction-of-justice concerns.

16 18 U.S.C. § 1519 — Falsification or Concealment of Records in Federal Matters.

17 Plaintiff contends that if employment records existed and were concealed,
18 misrepresented, omitted, or contradicted by declarations in a federal matter, such
19 conduct may raise concerns under federal record-falsification or concealment laws.

20 Fraud on the Court.

21 Plaintiff contends that the false employment statements were not minor factual disputes.
Plaintiff contends that the employment-status issue was central to the entire case, the
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and the 63 AT&T/EEOC employee documents raises a serious fraud-on-the-court issue
requiring judicial review.

Plaintiff respectfully acknowledges that criminal determinations are for the United States
Attorney, the Department of Justice, or the appropriate federal authorities. Plaintiff raises
these statutes to show the seriousness, materiality, and extraordinary nature of the
false-employment-record issue and why recall of the mandate is necessary to prevent

1 manifest injustice.

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3 Plaintiff respectfully submits that the 63 AT&T employee documents sent directly from
4 AT&T to the EEOC prove that AT&T had employment records concerning Antonio
5 Goodwin. Plaintiff therefore requests that Judges Friedland, R. Nelson, and Bade recall
6 the mandate and issue specific written findings addressing whether the Phillips
7 declaration, Stacey Campbell's employment statements, and AT&T's position that
8 Plaintiff was never employed by any AT&T company can be reconciled with the
9 AT&T-generated employee records.

10 III. DISTRICT COURT CHRONOLOGICAL TIMELINE

11 Plaintiff filed the federal case in the United States District Court for the District of Nevada.

12 On February 26, 2024, Pamela M. Phillips submitted a declaration on behalf of AT&T
13 stating that there were no records showing that Antonio Goodwin was ever employed by
14 any AT&T company.

15 Plaintiff contends that AT&T, Stacey Campbell, and Pamela M. Phillips maintained the
16 position that Antonio Goodwin was never an employee of AT&T in January 2022 or at any
17 time.

18 Plaintiff contends that this position directly contradicted Plaintiff's AT&T employment
19 evidence, including W-2 records, AT&T payroll records, AT&T pay stubs, AT&T employee
20 identification information, AT&T employee credentials, passwords, AT&T 401(k) records,
21 AT&T employment communications, AT&T text messages, AT&T training materials, AT&T
University certificates, AT&T CEO Randall Stephenson training documents, AT&T
business cards, AT&T employee envelope records, Plaintiff's AT&T employee telephone
number 1-800-331-0500, att.com records, and other AT&T employment-related
documentation.

1 Plaintiff contends that from February 2024 through March 2024, employment evidence
2 was repeatedly placed before Magistrate Judge Daniel J. Albregts and District Judge
3 Gloria M. Navarro.

4 On February 20, 2025, during the Joint Initial Disclosure dispute, Plaintiff specifically
5 raised that AT&T was making false employment statements despite AT&T employment
6 evidence already being before the Court.

7 On April 10, 2025, Plaintiff filed sanctions against AT&T in ECF Nos. 51 and 54 for making
8 false employment statements under oath regarding Antonio Goodwin allegedly never
9 being an employee of any AT&T company.

10 Plaintiff contends that ECF Nos. 51 and 54 placed before Magistrate Judge Daniel J.
11 Albregts and District Judge Gloria M. Navarro more than 900 pages of authentic AT&T
12 employment evidence.

13 Plaintiff contends that this 900-page employment record was before the Court before any
14 Rule 11 sanctions were filed or granted against Plaintiff.

15 On April 11, 2025, Magistrate Judge Daniel J. Albregts denied Plaintiff's sanctions
16 motions through ECF No. 66.

17 On April 17, 2025, Plaintiff filed a motion for reconsideration of ECF No. 66 and
18 resubmitted more than 900 pages of AT&T employment-related evidence supporting
19 Plaintiff's position that he was employed by AT&T.

20 Plaintiff contends that no order expressly analyzed or resolved the merits of the more
21 than 900 pages of AT&T employment evidence submitted in connection with Plaintiff's
sanctions motions and reconsideration request.

1 On June 5, 2025, Rule 11 sanctions proceedings were granted or allowed against Plaintiff
2 despite Plaintiff's position that the Court already possessed more than 900 pages of
3 authentic AT&T employment evidence as of April 10, 2025.

4 Plaintiff respectfully contends that Magistrate Judge Daniel J. Albregts and District
5 Judge Gloria M. Navarro violated Plaintiff's Fifth Amendment due process rights by
6 imposing or allowing sanctions without first expressly resolving Plaintiff's evidence that
7 AT&T's employment-denial position was false.

8 **IV. DISCOVERY CUT-OFF, ECF NOS. 123 AND 133, AND SEPTEMBER 25, 2025**
9 **DEPOSITION SANCTIONS**

10 Plaintiff contends that the discovery cut-off date was August 12, 2025.

11 Plaintiff contends that after the August 12, 2025 discovery cut-off date, AT&T and Stacey
12 Campbell sought an extension and attempted to proceed with an in-person deposition of
13 Antonio Goodwin.

14 Plaintiff contends that AT&T's motion concerning discovery and deposition issues was
15 filed as ECF No. 123 on September 3, 2025.

16 Plaintiff contends that AT&T's reply or related filing was ECF No. 133 on September 11,
17 2025.

18 Plaintiff contends that the deposition was scheduled for September 25, 2025, at 9:00 a.m.,
19 after the August 12, 2025 discovery cut-off date and before the Court entered its later
20 ruling on the extension issue.

21 Plaintiff contends that Magistrate Judge Daniel J. Albregts and District Judge Gloria M.
Navarro did not issue the order granting or addressing AT&T's requested discovery

1 extension until November 25, 2025.

2
3 Plaintiff contends that the November 25, 2025 order was approximately three months
4 after the August 12, 2025 discovery cut-off date and approximately two months after the
September 25, 2025 in-person deposition date.

5 Plaintiff contends that he was later sanctioned for not attending the September 25, 2025
6 deposition even though, according to Plaintiff, the deposition was invalid because it was
7 scheduled after the discovery cut-off date and before the Court granted the extension.

8 Plaintiff respectfully contends that Magistrate Judge Daniel J. Albregts and District
9 Judge Gloria M. Navarro imposed sanctions against Plaintiff for an invalid deposition that
10 occurred outside the discovery period and before a valid court order authorized the
extended discovery deadline.

11 Plaintiff further contends that Judges Friedland, R. Nelson, and Bade ignored or failed to
12 expressly address the August 12, 2025 discovery cut-off date, ECF No. 123, ECF No. 133,
13 the September 25, 2025 deposition date, and the November 25, 2025 late ruling when
14 dismissing or treating Plaintiff's appeal as frivolous.

15 **V. SEPTEMBER 10, 2025 DISPOSITIVE MOTION AND EMPLOYMENT EVIDENCE**

16 On September 10, 2025, Plaintiff filed ECF Nos. 131, 134, and 136 seeking dispositive
17 relief in Plaintiff's favor.

18 Plaintiff contends that the September 10, 2025 dispositive motion included approximately
19 1,053 authentic AT&T employment documents and approximately 5,000 AT&T
20 employment-related images.

21 Plaintiff contends that these filings were submitted before the September 25, 2025

1 deposition, before the December 30, 2025 sanctions hearing, before ECF No. 189, and
2 before dismissal of the case.

3 Plaintiff contends that the September 10, 2025 dispositive motion directly presented the
4 employment-status issue to Magistrate Judge Daniel J. Albregts and District Judge
5 Gloria M. Navarro and requested a ruling in Plaintiff's favor.

6 Plaintiff contends that the September 10, 2025 dispositive motion was never expressly
7 adjudicated on the merits before sanctions were imposed against Plaintiff.

8 Plaintiff further contends that ECF Nos. 155 and 156, filed on November 19 and November
9 20, 2025, provided additional AT&T employment evidence before the December 30, 2025
10 sanctions hearing.

11 Plaintiff contends that ECF No. 174, ECF No. 199, Exhibit A, and related submissions
12 provided further employment evidence before dismissal.

13 Plaintiff respectfully contends that the Court possessed repeated submissions of AT&T
14 employment evidence from February 2024 through January 2026 and never issued an
15 express written ruling determining whether Plaintiff's employment evidence established
16 that Antonio Goodwin was employed by AT&T.

17 VI. SANCTIONS IMPOSED AGAINST PLAINTIFF

18 Plaintiff contends that sanctions were imposed against him by Magistrate Judge Daniel J.
19 Albregts and District Judge Gloria M. Navarro despite Plaintiff's repeated submission of
20 AT&T employment evidence.

21 Plaintiff contends that Rule 11 sanctions were granted or allowed against Plaintiff on
June 5, 2025, after Plaintiff had already filed sanctions against AT&T on April 10, 2025 in

1 ECF Nos. 51 and 54.

2
3 Plaintiff contends that by April 10, 2025, Magistrate Judge Daniel J. Albregts and District
4 Judge Gloria M. Navarro already had before them more than 900 pages of authentic AT&T
employment evidence.

5 Plaintiff contends that additional sanctions were imposed after the December 30, 2025
6 sanctions hearing based on the September 25, 2025 deposition issue.

7 Plaintiff contends that the December 30, 2025 sanctions were unjust because the
8 deposition was scheduled after the August 12, 2025 discovery cut-off date and before the
9 Court's November 25, 2025 ruling addressing the discovery extension issue.

10 Plaintiff respectfully contends that sanctions were imposed without adequate procedural
11 protection, without a fair merits determination of Plaintiff's dispositive motion, and
12 without express written findings addressing Plaintiff's AT&T employment evidence.

13 Plaintiff contends this violated the Fifth Amendment Due Process Clause.

14
15 **VII. NINTH CIRCUIT PROCEEDINGS AND REQUEST FOR SPECIFIC FINDINGS**

16 Plaintiff contends that Ninth Circuit Judges Michelle T. Friedland, Ryan D. Nelson, and
17 Bridget S. Bade issued orders or participated in the disposition of Case No. 26-927,
including the June 2, 2026 order.

18
19 Plaintiff respectfully contends that Judges Friedland, R. Nelson, and Bade did not
20 expressly address whether they agreed with AT&T, Stacey Campbell, Pamela M. Phillips,
21 Magistrate Judge Daniel J. Albregts, and District Judge Gloria M. Navarro that Antonio
Goodwin was never an employee of AT&T.

1
2 Plaintiff respectfully requests that Judges Friedland, R. Nelson, and Bade state in writing
3 whether Plaintiff's AT&T employment evidence was treated as frivolous under 28 U.S.C. §
4 1915(a) and § 1915(e)(2).

5 Plaintiff further requests that Judges Friedland, R. Nelson, and Bade state whether the
6 dismissal rested on a finding that Plaintiff's employment evidence, racial discrimination
7 evidence, sexual harassment evidence, labor law evidence, dispositive motion, exhibits,
8 or entire AT&T employment record were frivolous, insufficient, inadmissible,
9 unsupported, or lacking probative value.

10 Plaintiff respectfully contends that without such written findings, Plaintiff cannot
11 meaningfully seek review by the Supreme Court of the United States.

12 VIII. FIFTH AMENDMENT DUE PROCESS ARGUMENT

13 The Fifth Amendment states that no person shall be deprived of life, liberty, or property
14 without due process of law.

15 Due process requires notice, an opportunity to be heard, a fair and impartial
16 decision-maker, consideration of material evidence, and decisions made according to
17 established legal procedures.

18 Plaintiff respectfully contends that due process was violated because:

19 Material AT&T employment evidence was not meaningfully considered;

20 Plaintiff's dispositive motion filed September 10, 2025 was not expressly ruled on before
21 sanctions and dismissal;

Sanctions were imposed against Plaintiff despite unresolved employment evidence;

1 Plaintiff was sanctioned for the September 25, 2025 deposition despite the August 12,
2 2025 discovery cut-off issue;

3 ECF Nos. 123 and 133 and the November 25, 2025 delayed discovery ruling were not
4 properly addressed;

5 Pamela M. Phillips' declaration was relied upon despite contradiction by AT&T
6 employment evidence;

7 The EEOC evidence from 2023, the January 2024 Right to Sue letter, the May 9, 2024
8 EEOC investigation evidence, and the 63 AT&T documents sent directly to the EEOC
9 were not addressed in detail;

10 Judges Friedland, R. Nelson, and Bade did not provide specific findings explaining why
11 Plaintiff's AT&T employment evidence was frivolous or legally insufficient.

12 Plaintiff respectfully contends that this created a fundamentally unfair proceeding and
13 resulted in manifest injustice.

14 IX. NEWLY DISCOVERED 63 AT&T EMPLOYEE DOCUMENTS

15 Plaintiff has now located 63 authentic AT&T employee documents sent directly from
16 AT&T to the EEOC.

17 These documents include:

18 Antonio Goodwin's AT&T Mobility LLC employee history;

19 Antonio Goodwin's AT&T employee number;

20 Antonio Goodwin's name and passcode;

21 AT&T write-ups;

AT&T coaching records;

AT&T's complete EEOC response materials;

1 AT&T Mobility LLC employment-related records;

2 AT&T and AT&T corporate records connected to Plaintiff's employment evidence;

3 Records involving AT&T Inc., AT&T Corp., and the current AT&T Inc./AT&T Corp. CEO
4 John T. Stankey as part of Plaintiff's AT&T employee documents sent directly from AT&T.

5 Plaintiff respectfully contends that these documents are authentic because they came
6 directly from AT&T to the EEOC.

7 Plaintiff respectfully contends that these documents directly contradict Pamela M.
8 Phillips' declaration that no records existed showing Antonio Goodwin was ever
9 employed by any AT&T company.

10 Plaintiff respectfully submits that these 63 AT&T documents create extraordinary
11 circumstances justifying recall of the mandate.

12 X. REQUESTED RELIEF

13 Plaintiff Antonio Goodwin respectfully requests that this Court:

14 Recall the mandate in Ninth Circuit Case No. 26-927;

15 Reopen the appeal for limited review of the 63 authentic AT&T employee documents sent
16 directly from AT&T to the EEOC;

17 Plaintiff file the 63 AT&T/EEOC documents to Mandate the matter in the Ninth Circuit
18 Court

19 Vacate or reconsider any frivolousness determination based on the assertion that
20 Plaintiff was never an AT&T employee;

21 Issue written findings explaining whether Judges Friedland, R. Nelson, and Bade agree
with AT&T, Stacey Campbell, Pamela M. Phillips, Magistrate Judge Daniel J. Albregts, and
District Judge Gloria M. Navarro that Antonio Goodwin was never employed by AT&T;

1 Issue written findings explaining whether Plaintiff's AT&T employment evidence was
2 deemed frivolous, insufficient, inadmissible, unsupported, unrelated, or lacking probative
value;

3 Address Plaintiff's April 10, 2025 sanctions motions against AT&T, ECF Nos. 51 and 54;

4 Address Plaintiff's April 17, 2025 reconsideration filing and the more than 900 pages of
employment evidence submitted;

5 Address Plaintiff's September 10, 2025 dispositive motion, ECF Nos. 131, 134, and 136;

6 Address ECF Nos. 155, 156, 174, 199, Exhibit A, and related submissions;

7 Address the August 12, 2025 discovery cut-off date;

8 Address ECF No. 123, ECF No. 133, the September 25, 2025 deposition, and the
November 25, 2025 discovery ruling;

9 Address the sanctions imposed by Magistrate Judge Daniel J. Albregts and District
Judge Gloria M. Navarro;

10 Address the EEOC evidence from 2023, the January 2024 Right to Sue letter, the May 9,
11 2024 EEOC investigation evidence, EEOC Government Specialist Kathleen Gilliam's
statement, and the 63 AT&T employee documents sent directly from AT&T to the EEOC;

12 Grant any other relief this Court deems just and proper.

13 XI. CONCLUSION

14
15 Plaintiff Antonio Goodwin respectfully submits that the mandate should be recalled
16 because this case involves extraordinary circumstances, newly discovered
AT&T-generated employee documents, a material contradiction of Pamela M. Phillips'
17 declaration, unresolved dispositive employment evidence, sanctions imposed without
adequate consideration of material evidence, discovery cut-off violations, and Fifth
18 Amendment due process concerns.

19
20 Plaintiff respectfully requests that Judges Friedland, R. Nelson, and Bade recall the
mandate and provide specific written findings so that the Supreme Court of the United
21 States may meaningfully review the treatment of Plaintiff's AT&T employment evidence,

1 racial discrimination claims, sexual harassment claims, labor law claims, sanctions
2 issues, and due process claims.

3 **FEDERAL FALSE-STATEMENT, PERJURY,**
4 **AND DECLARATION-UNDER-PENALTY-OF-PERJURY ISSUES**

5
6 Plaintiff respectfully contends that the record raises serious issues under federal
7 false-statement, perjury, and declaration-under-penalty-of-perjury laws because AT&T,
8 Pamela M. Phillips, and Stacey Campbell maintained for nearly three years that Antonio
9 Goodwin was never an employee of any AT&T company, while AT&T's own records sent
10 directly to the EEOC include 63 authentic AT&T employee documents identifying
11 Plaintiff's AT&T Mobility LLC employee history, AT&T employee number, name,
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13 AT&T employment-related documents connected to AT&T Mobility LLC, AT&T, AT&T Inc.,
14 and AT&T Corp.

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16 Plaintiff respectfully contends that Pamela M. Phillips' declaration is materially
17 contradicted by AT&T's own documents because the declaration stated that there were
18 no records showing Antonio Goodwin was ever employed by any AT&T company.
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20 used to support AT&T's position that Plaintiff's employment evidence and claims were
21 frivolous or unsupported.

16 Plaintiff respectfully contends that these facts implicate, at minimum, the following
17 federal statutes and legal concerns:

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20 false employment statements within matters involving federal jurisdiction, including the
21 EEOC proceedings and federal court proceedings, by asserting that Plaintiff was never
employed by any AT&T company despite AT&T-generated employment records.

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2 Plaintiff contends that any sworn statement or declaration made under oath denying the
3 existence of Plaintiff's AT&T employment records may constitute perjury if the statement
4 was knowingly false and material.

5 18 U.S.C. § 1623 — False Declarations Before Court or Grand Jury.

6 Plaintiff contends that any false declaration submitted in a federal court proceeding
7 concerning Plaintiff's employment status may implicate 18 U.S.C. § 1623 if the
8 declaration was knowingly false and material.

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11 perjury, carried the same seriousness as sworn testimony and should not have been
12 accepted without meaningful review once Plaintiff presented AT&T records contradicting
13 it.

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16 the federal court's handling of Plaintiff's case, sanctions, dismissal, or frivolousness
17 determination, such conduct may raise obstruction-of-justice concerns.

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Fraud on the Court.

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6 Goodwin. Plaintiff therefore requests that Judges Friedland, R. Nelson, and Bade recall
7 the mandate and issue specific written findings addressing whether the Phillips
8 declaration, Stacey Campbell's employment statements, and AT&T's position that
9 Plaintiff was never employed by any AT&T company can be reconciled with the
10 AT&T-generated employee records.

11 Dated: June 9, 2026

12
13 Respectfully submitted,

14 /s/ Antonio Goodwin

15 Antonio Goodwin

16 Plaintiff-Appellant, Pro Se

17 21021 Sycolin Rd, Unit 503

18 Ashburn, VA 20147

19 702-352-3293

20 tonygoodwin119@gmail.com
21

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Invoice# 638283340
Your Order# G003-OY-1424650
Cust PO# 26752804

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Packed: 01/17/2022 09:07
Ship ID: SX000120015229
Ship Method: UPS - 2

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Stephanie Davis
Lead EEO Consultant
AT&T Services Inc.
221 W. Winton, Rm C213
Hayward, CA. 94544
sd1841@att.com
Phone: 510-784-3588
Fax: 510-784-3588

January 3, 2023

Ms. Cherry-Marie Destura
Federal Investigator
Equal Employment Opportunity Commission
Las Vegas Local Office
333 Las Vegas Blvd. South
Suite 5560
Las Vegas, NV 89101

Re: Antonio Goodwin vs. AT&T Mobility Services LLC
EEOC 487-2022-02050

Dear Ms. Destura:

AT&T Mobility Services LLC, hereafter referred to as "Mobility" or "the Company", is Antonio Goodwin's ("Goodwin") former employer. Mobility is a telecommunications company that has numerous offices throughout the country, including the state of Nevada and employs individuals above the minimum jurisdictional requirements under state and federal laws.

This letter is Mobility's Position Statement in response to the Charge of Discrimination signed by Goodwin on November 16, 2022.

Goodwin's allegations are without merit. He was treated the same as all other employees and in accordance with Company policies and the law. Mobility denies his claims in their entirety. The Company prohibits harassment, discrimination, and retaliation. All employees company-wide are annually required to complete web-based EEO & Harassment Policies and Code of Business Conduct training. **Attachment 1, EEO & Harassment Policies and Attachment 2, Code of Business Conduct (COBC).**

Please issue a Dismissal and Notice of Rights.

1

This response is the Company's initial position and is based on its understanding of the facts and information reviewed thus far. This response does not constitute an affidavit or binding statement of the Company's legal position and is not intended to be used as evidence of any kind in any administrative or court proceeding in connection with the Complainant's allegations. The Company reserves the right to file additional information as the investigation proceeds. If more specific allegations are made to the agency that have not been disclosed to the Company or addressed in this response, the Company requests notice of such allegations and an opportunity to respond. The information and documentation contained in this response, and any which may be submitted later, is strictly confidential and may not be disclosed publicly or used for any purpose other than to aid the agency in its review of this matter. To the extent the Charging Party receives this response and/or accompanying documentation, the Charging Party is advised that the Company's response and documentation is strictly confidential and must not be disclosed publicly or to any individual unless the Charging Party has a privileged relationship with that individual.



Stephanie Davis
Lead EEO Consultant
AT&T Services Inc.
221 W. Winton, Rm C213
Hayward, CA. 94544
sd1841@att.com
Phone: 510-784-3588
Fax: 510-784-3588

GOODWIN VOLUNTARILY RESIGNED HIS EMPLOYMENT EFFECTIVE AUGUST 4, 2022. HE WAS NOT CONSTRUCTIVELY DISCHARGED.

Goodwin was hired in January 2022 in the position of Retail Sales Consultant (RSC). Approximately seven months later, effective August 4, 2022, he voluntarily tendered his resignation. The reason Goodwin gave was that he was leaving the city—he worked in Las Vegas and lived in Henderson. ***Notably, he did not state that he was resigning due to intolerable working conditions.*** Goodwin was not constructively discharged. His employment was governed by a collective bargaining agreement between Mobility and the Communications Workers of America (CWA). **Attachment 3, Retail Sales Consultant Job Description.**

ANTONIO GOODWIN		XXX-XX-XXXX		A1
ATT MOBILITY SVC		XCW921023	Nonmanagement Sales	CW
Withdrawn	Withdrawn	Regular Fulltime		App
Start	08/04/2022	to	12/31/9999	Chng 08/05/2022
Personnel action				
Action Type	79 Separation From Service			
Reason for Action	06	Leave City		

THE COMPANY CONDUCTED MULTIPLE INVESTIGATIONS THAT DID NOT SUBSTANTIATE GOODWIN'S ALLEGATIONS OF HARASSMENT, DISCRIMINATION, OR RETALIATION.

On June 28, 2022, Goodwin filed report 2022-06-28-014457 alleging peer RSCs, Marcus Carter (Mixed race, hired Jan 2022) and Anthony Zecchino (Caucasian, hired Feb 2016) had been harassing him for about three weeks, which consisted of "slander" and calling him "angry". The report was assigned to Derek Zamagni, Lead EEO Consultant for investigation.



Stephanie Davis
Lead EEO Consultant
AT&T Services Inc.
221 W. Winton, Rm C213
Hayward, CA. 94544
sd1841@att.com
Phone: 510-784-3588
Fax: 510-784-3588

unprotected occurrences. Adams was trying to help Goodwin avoid future attendance-based discipline. **Attachment 4, Goodwin Attendance and Performance Documentation.**

EEO interviewed Carter on July 21, 2022, who denied the allegations against him and offered his opinion that Goodwin made up the allegations because he was not performing his job.

EEO interviewed Zecchino on July 21, 2022, who denied harassing Goodwin, and indicated he had no knowledge of Carter behaving inappropriately toward Goodwin.

None of the witnesses that EEO interviewed reported seeing or hearing Carter or Zecchino harass Goodwin in word or deed.

The EEO investigation concluded on July 25, 2022. It was unsubstantiated Adams retaliated against Goodwin; unsubstantiated Carter or Zecchino harassed Goodwin; and unsubstantiated Carter made any sexual comments to Goodwin. Carter received a documented coaching and remedial Workplace Harassment training for referring to coworkers as "daddy" and "baby", terms he directed to various coworkers, including Goodwin.

EEO provided feedback to Goodwin on July 25, 2022. Goodwin said that since the investigation it had been better at the store and that no one had bothered him further.

There is nothing about this investigation, the results of the investigation, or Goodwin's subsequent conduct to suggest that this caused Goodwin's working conditions to become so intolerable he had no other option but to resign his employment.

On July 19, 2022, Goodwin filed report 2022-07-19-CRTJM8 alleging a problem with ASM Adams. The report was assigned to Brandy Shells, HR Ethics Employee Relations Manager for investigation.



Stephanie Davis
Lead EEO Consultant
AT&T Services Inc.
221 W. Winton, Rm C213
Hayward, CA. 94544
sd1841@att.com
Phone: 510-784-3588
Fax: 510-784-3588

Created By Brandi Shells (bs1537) ? 07/19/2022 12:37 PM	Control Number 2022-07-19-CRTJM8	Status Closed 07/19/2022 12:46 PM	Assigned To Brandi Shells (bs1537) ? - HRS A - AT&T
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Classification: 0500-HRS
SubClassification: Employee Relations
Sub Type: Problem with Supervisor or Co-Worker *Reminder: If this is a potential COBC violation it can NOT be coded to a 500-HRS Classification.*

EVENT INFORMATION

		Last Update Date X-Up Date	07/19/2022
Event ID	AC ANTONIO GOODWIN AG997G- PROBLEM WITH SUPERVISOR DYLAN ADAMS		
Pending Start Date: Pending End Date: Disp. Pending Start Date: Disp. Pending End Date:	Business Unit	MOBILITY RTL SLS & SVC WEST REG	
Date Closed	07/19/2022	Company Code / Subsidiary	M1 : AT&T Mobility Services LLC

Ethics interviewed Goodwin on July 19, 2022, who reported he was placed on discipline for attendance without being told about his leave options.

Ethics researched Goodwin's concern and determined he had in fact been provided with leave options during his May 6, 2022, Counseling and his July 15, 2022, Final Written Warning. **Attachment 5, Final Written Warning; Attachment 7, Performance Counseling.**

In addition, via his company I-Pad and cell phone, Goodwin had daily access to the HR OneStop Intranet site which contains a vast number of resources and A-Z information on all things HR related such as leaves of absence, FMLA, disability, payroll, attendance, career opportunities, benefits, pension, 401K, etc. Goodwin had full and unrestricted access to the information.

Similarly, there is nothing about this investigation or Adams' alleged conduct to suggest that this caused Goodwin's working conditions to become so intolerable he had no other option but to resign his employment.



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sd1841@att.com
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Fax: 510-784-3588

GOODWIN WAS NOT DENIED TRAINING.

Goodwin's claim that he was denied training is false. All newly hired RSCs receive comprehensive new employee classroom training. Once on the floor, employees receive further training in the form of tailgate and huddle sessions where management gives employees the opportunity to discuss things like sales goals, priorities, key sales strategies, processes, procedures, products & plans, all designed to focus on the enhancement of skills. Management also conducts coaching with employees via the direct feedback model where they provide clarity to get to root causes of any work obstacles.

Goodwin's training record clearly demonstrates he was provided with numerous training classes completed during the course of his employment. **Attachment 6, Goodwin Training Record.**

All employees are required to complete the following courses within six months of hire and then every two years thereafter:

Course Names	Number	Abbreviation
1-Preventing Harassment	70009717	1_WPH
2-Sexual Harassment	70009712	2_WPH
3-Diversity	70009715	3_WPH
4-Respecting Others	70009716	4_WPH

Goodwin completed his training on:

01/18/2022	ANTONIO GOODWIN	Preventing Harassment Training
01/18/2022	ANTONIO GOODWIN	Sexual Harassment Training
01/18/2022	ANTONIO GOODWIN	Diversity Training
01/18/2022	ANTONIO GOODWIN	Respecting Others Training



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sd1841@att.com
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Fax: 510-784-3588

Carter completed his training on:

01/11/2022	MARCUS CARTER	Preventing Harassment Training
01/11/2022	MARCUS CARTER	Sexual Harassment Training
01/11/2022	MARCUS CARTER	Diversity Training
01/11/2022	MARCUS CARTER	Respecting Others Training
08/29/2022	MARCUS CARTER	Workplace Harassment Remediation
07/27/2022	MARCUS CARTER	Preventing Harassment Training
07/27/2022	MARCUS CARTER	Diversity Training
07/27/2022	MARCUS CARTER	Respecting Others Training
07/25/2022	MARCUS CARTER	Workplace Harassment Remediation

Zecchino last completed his training on:

05/29/2020	ANTHONY ZECCHINO	1-Preventing Harassment Intro-Retail
05/28/2020	ANTHONY ZECCHINO	3-Diversity-Retail
05/16/2020	ANTHONY ZECCHINO	2-Sexual Harassment-Retail
05/16/2020	ANTHONY ZECCHINO	4-Respecting Others-Retail



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sd1841@att.com
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GOODWIN WAS NOT DISCIPLINED BASED ON ANY PROTECTED CLASS OR IN RETALIATION FOR ANY PROTECTED ACTIVITY.

As the internal EEO investigation substantiated, Goodwin was not disciplined based on any protected class or in retaliation for any protected activity.

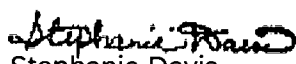
Goodwin was not given any false write-ups. He had two records of discipline: (1) a May 6, 2022 Performance Counseling that expired on August 4, 2022 (**Attachment 7, Performance Counseling**) and (2) a Final Written Warning for attendance (See Attachment 5). In both instances the discipline was justified and supported by the facts.

Notably, others in the store were also discipline when they had attendance issues. For example, Carter was disciplined for attendance in the form of Counseling and Written Warnings. **Attachment 8, Carter Attendance Discipline.**

CONCLUSION

Given all of this, please issue a Dismissal and Notice of Rights.

Thank you.


Stephanie Davis
(510) 784-3588

Attachments

Equal Employment Opportunity (EEO) & Harassment Policies



AT&T is strongly committed to a workplace that values diversity and inclusion and that is free of discrimination and harassment of any kind. AT&T's EEO and Harassment Policies apply to all AT&T employees.

[Employee Responsibilities](#) | [Manager Responsibilities](#) | [Reporting a Concern](#) | [Non-Retaliation Policy](#) | [Internal Investigations](#) | [Diversity](#) | [Equal Employment Opportunity](#) | [The American With Disabilities Act](#) | [Confidentiality](#) | [Pregnancy Discrimination](#) | [Religious Discrimination](#) | [Military Status](#) | [Harassment Policy](#) | [What is Sexual Harassment?](#) | [Personal Relationships Policy](#) | [Sexual Harassment Prevention Training](#) | [Reporting Sexual Harassment](#) | [Additional Complaint Procedures](#) | [Frequently Asked Questions](#)

Policy Statement

AT&T prohibits discrimination on the basis of race, color, religion, religious creed, national origin, ancestry, age, sex, sexual orientation, gender, gender identity, gender expression, physical disability, mental disability, pregnancy, medical condition, genetic information, marital status, citizenship status, military status, veteran status, or any other characteristic to the extent protected by federal, state, or local laws. For instance, New York City also prohibits discrimination on the basis of creed. AT&T complies with these and other applicable EEO laws and prohibits discrimination.

AT&T also strictly prohibits all forms of abusive conduct or workplace harassment, including sexual and racial harassment and harassment based on any of the characteristics described above. An employee's actions, words, or behavior must not create an intimidating, hostile, or offensive environment. Employees are not permitted to ridicule, intimidate, threaten, demean, or bully other employees, customers, vendor employees, or any other individuals with whom they interact. Remarks, comments, jokes, slurs, images, gestures, messages, or social media posts of an offensive nature will not be tolerated.

It is a violation of this policy to discriminate against or harass anyone while working on behalf of AT&T, including co-workers, contractors, vendors, or customers.

Employee Responsibilities

AT&T employees are responsible for understanding and complying with the Company's EEO and Harassment Policies. Failure to comply may result in disciplinary action, which can include dismissal even for a first offense. We all have a responsibility to ensure that AT&T is free of discrimination and harassment. Therefore, employees are responsible for reporting any violations of the EEO and Harassment Policies.

Manager Responsibilities

All managers are responsible for enforcement of the Company's EEO and Harassment Policies by ensuring a work environment free of discrimination and harassment. If a manager observes or receives any reports or allegations of conduct that could potentially violate the EEO and Harassment Policies, the manager has a responsibility to report it immediately to Human Resources or the AT&T Hotline. Any manager who fails to do so may be subject to discipline, up to and including termination. Such allegations are investigated by a team of EEO investigators. Therefore, managers must always report them immediately and receive guidance from an investigator on the next steps. In addition, supervisors are expected to:

- Review the EEO and Harassment Policies with each direct report.
- Ensure that the EEO and Harassment Policies review with each direct report is documented in his/her training history.
- Acknowledge employees' differences and their individual value to AT&T.

Reporting a Concern

Employees should report a violation of the EEO and Harassment Policies to a direct supervisor, any manager, Human Resources, directly to the AT&T Hotline.

AT&T has established the AT&T Hotline for reporting EEO, or harassment concerns anonymously and confidentially. The Hotline is staffed by an independent third-party vendor contracted by AT&T. The reported complaint will be summarized and forwarded to AT&T for further review.

Report concerns via **AT&T Hotline @ 1-888-871-2622** or the **AT&T Hotline Web Reporting site** <https://app.mycompliancereport.com/report?cid=ATT>

To the extent possible, reports to the AT&T Hotline will be kept confidential as consistent with legal and ethical responsibilities on behalf of the Company. Following an investigation, AT&T will take appropriate corrective action, if warranted.

Non-Retaliation Policy

Any individual who suspects an EEO violation and makes a report is acting responsibly in accordance with the EEO and Harassment Policies. The Company forbids retaliation against any person who makes a report or who participates in the investigative process. Allegations of retaliation will be investigated, and appropriate action will be taken. Any individual engaging in retaliatory behavior will be subject to disciplinary action, which may include termination of employment. For any suspected retaliation concerns, contact the AT&T Hotline immediately.

Additional information on AT&T's Non-Retaliation Policy may be found at the following link: https://hronestop.web.att.com/documents/33859/7996495/20190320_NRP_ATT+-FINAL.pdf/4d24ece6-e7ee-a07a-383d-f341e1fdd373.

Internal Investigations

AT&T investigates possible violations of federal, state, and local EEO laws, and AT&T's EEO and Harassment Policies. Employees are required to cooperate fully with the Company's investigations, may not lie to investigators, obstruct the investigation, or retaliate against those who participate. Anyone who refuses to cooperate with an investigation, lies to investigators, obstructs, or attempts to obstruct an investigation, or engages in retaliatory conduct will be subject to discipline, including termination. To the extent possible, confidentiality will be maintained consistent with legal and ethical responsibilities on behalf of the Company.

All complaints will be handled appropriately, and remedial action will be taken if any misconduct is found.

Important additional Company guidance on internal investigations may be found at the following link: <https://hronestop.web.att.com/documents/33859/403407050/Helpful+Resources+OnePager.pdf/93eda1fa-4705-b645-795e-a1aadb7304b6>.

Diversity

Diversity means respecting many backgrounds, cultures, and ways of thinking. AT&T recognizes and embraces all differences – from race, gender, sexual orientation, and mental/physical ability to perspectives, experiences, and outlooks. It is more than the right thing to do – diversity is essential to the success of AT&T in the global marketplace. AT&T employees are responsible for promoting an environment of inclusion: one in which each individual is valued, and every voice is heard. Actions that guide employee commitment to diversity include:

- Treating others with respect
- Encouraging and skillfully incorporating opinions and ideas.
- Viewing differences as assets.
- Accommodating various strengths.
- Working together in mixed teams to design and implement creative solutions for our business suppliers and customers.
- Serving our broad markets effectively and sensitively.
- Creating win-win solutions.
- Being open to many viewpoints, cultures, and lifestyles.
- Participating in wide-ranging activities that support self-development and positive business relationships.

Equal Employment Opportunity

AT&T provides Equal Employment Opportunity for all employees and applicants in the administration of personnel policies such as:

- Appraisals
- Benefits and privileges of employment
- Compensation and benefits
- Disciplinary actions
- Recruiting, hiring, placements, upgrades, promotions, and lateral movement
- Social and recreational programs
- Terminations of employment, layoffs, and recalls
- Training and educational assistance
- Working conditions

It shall be a violation of this policy for an employee to administer these personnel policies in a discriminatory manner.

The American With Disabilities Act

The Americans with Disabilities Act (ADA) is a federal law that prohibits discrimination against individuals with disabilities. AT&T's policies provide reasonable accommodations to qualified employees with disabilities when medical restrictions preclude them from performing an essential function of their current or desired job, unless the accommodation poses an undue business hardship for AT&T. Under the law and these policies, AT&T, through the Integrated Disability Service Center (IDSC), engages in an interactive process with employees who may require a reasonable accommodation of a disability as defined under the law. The IDSC has established processes and procedures regarding accommodating disabilities. Supervisors of employees who have requested an accommodation of a disability should refer such employees to the IDSC at 866-276-2278. In certain cases, a leave may be appropriate as an accommodation. Supervisors should consult Human Resources for advice in these situations.

Confidentiality

Confidentiality is assured for applicants and employees regarding medical information, and it will be kept confidential except to the following extent: Supervisors and managers may be informed regarding necessary restrictions on the work or duties of the employee and any necessary reasonable accommodations. First aid and safety personnel may be informed where and to the extent appropriate if the disability might require emergency treatment or assistance during evacuations. Government officials who conduct compliance reviews may be informed.

All persons with responsibilities that may require information about the disability, physical or mental, are advised to treat and protect the information as strictly confidential.

More information regarding the job accommodation process may be found at the following link: <https://hronestop.web.att.com/group/hr-onestop/jobaccommodations>.

Pregnancy Discrimination

It is illegal and in violation of this policy to discriminate against or harass an employee because of pregnancy. Pregnancy discrimination involves treating a pregnant employee unfavorably because of pregnancy, childbirth, or other medical condition related to pregnancy or childbirth, including but not limited to lactation. Employees who are disabled by pregnancy, childbirth, or related medical conditions are entitled to apply for applicable disability benefits.

Religious Discrimination

AT&T's commitment to diversity extends to its commitment to respecting the religious beliefs of its employees. It is illegal and in violation of this policy to discriminate or to harass an employee because of that employee's sincerely held religious beliefs. AT&T's policies provide reasonable accommodations where an employee sincerely held religious beliefs or practices are impacted by job requirements, unless the accommodation imposes an undue business hardship for AT&T. Supervisors of employees who request a religious accommodation should consult with Human Resources for guidance.

Military Status

AT&T respects and supports its employees who serve in the uniformed services. AT&T employees called to active duty may apply for a military service leave of absence under the Company's applicable leave policies.

Harassment Policy

The Company prohibits all forms of harassment while working on behalf of AT&T. This includes all harassing behavior, whether physical, verbal, written, printed, or displayed as inappropriate objects or images. Attire, social media posts, jokes, gestures, comments, or other conduct that represents hateful or offensive viewpoints is inconsistent with our values and will not be tolerated. Employees are prohibited from using any Company property, including computers, mobile phones, or any other devices, to view, send, or receive offensive material.

In addition, employees are never permitted to display offensive material in the workplace, whether on Company or personal devices. All offensive materials are prohibited, including but not limited to material offensive to another person's gender, race, or other characteristic listed in the Introduction and Policy Statement.

AT&T does not tolerate any form of harassment, including sexual harassment. Sexual harassment is specifically prohibited in the workplace. In order to eliminate sexual harassment in the workplace, AT&T prohibits all unprofessional behaviors of sexual or intimate nature including some that may go beyond the legal definition of sexual harassment.

What is Sexual Harassment?

Sexual harassment may involve unwelcome romantic or sexual advances, requests for sexual favors, and/or visual materials, verbal comments, or physical contact of a sexual nature, regardless of gender. Involved parties, either victim or harasser, could be a co-worker, subordinate, manager/supervisor, contractor, or even a customer.

Such conduct is a violation of this policy, even in instances where the offending employee may have acted jokingly. Such communications, comments, actions of a sexual nature, or unwelcome advances are prohibited at AT&T, whether or not other employees were offended.

The most obvious examples of sexual harassment involve physical behavior or physical contact. The following is a non-exhaustive list of physical behaviors that may be considered offensive:

- Touching an individual by massaging their neck or shoulders, hugging, kissing, patting, pinching, fondling, or touching/pulling an individual's clothing or hair.
- Physical gestures that imply a sexual act or sexual anatomy, touching oneself in a sexual manner.
- Brushing up against another person, standing too close, or lingering.

However, sexually harassing behavior does not always involve physical contact. The following is a non-exhaustive list of examples of verbal and non-verbal/visual behavior that may be considered offensive:

- Suggestive behavior such as “elevator eyes” (looking a person up and down), leering, staring, sexual gestures, whistling, catcalls, winking, throwing kisses, making kissing sounds, howling, groaning, or smacking/licking lips.
- Sexual comments or innuendoes about clothing, anatomy, appearance, or sexual jokes or stories.
- Discussions or inquiries about sexual fantasy, preferences, history, or sex life about self or others.
- Displaying pictures, objects, reading materials, or other materials that are sexually suggestive or demeaning. This includes any sexual materials on personal or company-owned computers or devices, shared in the workplace.
- Repeated invitations and/or pressuring for dates or sexual favors; harassing phone calls, e-mails, or other communication.
- Giving personal gifts that imply an intimate relationship.
- Sending sexually suggestive communications (e.g., instant messaging, Company message portals and/or devices, notes, letters, texts, e-mails); displaying or transmitting suggestive visual materials (e.g., pictures, calendars, posters).
- Stalking, following, or blocking an individual’s path

In addition, it is a violation of this policy, and the law, for any employee to ever state, imply, or suggest that dating or engaging in sexual conduct with another employee could result in a workplace benefit such as a promotion, raise, better terms and conditions of employment – or that a refusal to date or engage in sexual conduct will negatively affect a person’s conditions of employment or career.

AT&T’s EEO and Harassment Policies and Code of Business Conduct (COBC) rules apply in the workplace and in work-related settings outside the workplace, such as business trips, customer visits, social events, or other functions. AT&T also does not tolerate such conduct from outside vendors and other providers of goods or services to AT&T when they are working in AT&T-related settings.

Personal Relationships Policy

In accordance with AT&T’s EEO and Harassment and Conflict of Interest Policies, a dating relationship, romantic relationship, or any similar special personal relationship, including friendships, that give the appearance of providing preferential treatment, should never exist between a supervisor and an employee for whom the supervisor has some responsibility, including employees who report directly or indirectly within that supervisor’s chain of command. In other words, a manager, and another employee above or below that manager in the same chain of command, even if not directly above or below that manager, may not have a romantic or other close, personal relationship. This includes any manager who has influence over the employee’s

work, productivity, or terms and conditions of employment, such as an employee's trainer, manager who regularly fills in as a relieving manager over the employee, or a manager who has any input regarding the employee's performance. Moreover, such a relationship should never exist between an AT&T employee and a vendor employee where that AT&T employee has some responsibility for recommending the services of or interacting with that vendor or providing input on the vendor's work. These relationships can interfere with the supervisor's independent judgment, create employee morale problems, ethical issues, or conflict of interest, and may create a hostile work environment.

To avoid these problems and to foster a positive team environment, all personal relationships that may create a potential conflict or the appearance of a conflict under this policy must be reported immediately to Human Resources. After reviewing the facts, the Company will take appropriate action, which could include transfer of either employee through job reassignment or voluntary resignation. Failure to disclose the relationship immediately or comply with the Company's decision is a violation of the EEO and Harassment Policies, the Code of Business Conduct (COBC), and Conflict of Interest Policy, and may result in discipline up to and including dismissal.

More information may be found at the following link:

<https://hronestop.web.att.com/documents/33859/388425780/Conflict+of+Interest+Policy.pdf/65b60b50-f31d-370f-9df4-94eee4ec5306>.

Sexual Harassment Prevention Training

All AT&T employees are required to timely and successfully complete anti-harassment education courses, which the Company provides from time to time. More information about the training requirements for specific states may be found at: <https://hronestop.web.att.com/group/hr-onestop/state-requirements-harassment-training>.

Reporting Sexual Harassment

As discussed above, employees should report allegations of harassment, including sexual harassment, to a supervisor, any manager, Human Resources, directly to the **AT&T Hotline @ 1-888-871-2622**, by selecting option 2, or the **AT&T Hotline Web Reporting site** at:

<https://app.mycompliancereport.com/report?cid=ATT>

The Company investigates any incident of harassment reported under this policy. Accordingly, it is imperative that employees give the Company the opportunity to investigate and resolve any reported concerns. The Company promptly undertakes or directs an effective, thorough, and objective investigation of the harassment allegations.

If the Company determines that an employee has engaged in conduct in violation of this policy, the Company shall take prompt, remedial action commensurate with the circumstance, up to and including termination of employment, against those who engaged in the policy violation.

The Company prohibits any retaliation against any employee who complains of alleged inappropriate harassment or who participates in an investigation. Allegations of retaliation will be investigated, and appropriate remedial action will be taken. Any individual engaging in retaliatory behavior will be subject to disciplinary action, which may include termination of employment. For any suspected retaliation concerns, contact the AT&T Hotline immediately.

Report concerns via **AT&T Hotline @ 1-888-871-2622** or the **AT&T Hotline Web Reporting site** <https://app.mycompliancereport.com/report?cid=ATT>

Additional Complaint Procedures

In addition to internal Company reporting methods, employees have the right to file a charge of discrimination with a federal, state, or local agency. The United States Equal Employment Opportunity Commission enforces federal anti-discrimination laws. All external charges of discrimination in which the Company is identified as a Respondent, including charges received by a Company field location, should be immediately directed to the EEO group (which is responsible for all Company communication with the agencies) at eeooffice@att.com.

For Illinois Employees and Their Supervisors

In addition to the reporting channels identified above, Illinois employees may also report allegations of discrimination or sexual harassment to the Illinois Secretary of State Inspector General's Office {(217) 785-2012 or (630) 424-2564}, the Department of Human Rights {Chicago office: (312) 814-6200 or Springfield office (217) 785-5100}, or the state of Illinois Sexual Harassment & Discrimination Helpline at 1-877-236-7703. Whistleblower protections are also available under the Illinois Whistleblower Act and the Illinois Human Rights Act.

For California Employees and Their Supervisors

California state law requires employers to distribute to employees in California certain information about sexual harassment. This information is available on the brochure titled "Sexual Harassment: The Facts About Sexual Harassment" (DFEH-185) and is available at the following link [https://www.e-](https://www.e-access.att.com/hronestop/documents/33859/10774655/CA_SexualHarassmentPa%20mphlet.pdf/1238b39c-77a0-2049-9e4b-06d7cbaeb641)

[access.att.com/hronestop/documents/33859/10774655/CA_SexualHarassmentPa%20mphlet.pdf/1238b39c-77a0-2049-9e4b-06d7cbaeb641](https://www.e-access.att.com/hronestop/documents/33859/10774655/CA_SexualHarassmentPa%20mphlet.pdf/1238b39c-77a0-2049-9e4b-06d7cbaeb641). **Please note that all California employees and their supervisors are required to access this brochure and review the information.**

Supervisors, managers, co-workers and third parties are prohibited from engaging in unlawful behavior under the California Fair Employment and Housing Act.

California employees or job applicants who believe that they have been sexually harassed may file a complaint with the California Department of Fair Employment and Housing (DFEH) within one year of the alleged harassment. For more information, contact the DFEH toll free at (800) 884-1684, Sacramento and out of state at (916) 478-7200, or TTY at (800) 700-2320. You may also contact the DFEH via email at contact.center@dfeh.ca.gov or visit the DFEH's Web site at the following link: <https://www.dfeh.ca.gov/>.

California law requires employers to provide employees notice of their rights and obligations under the Fair Employment and Housing Act with respect to pregnancy, childbirth, and related medical conditions. This information is available in Notice B, "Family Care and Medical Leave and Pregnancy Disability Leave" and is available at the following link: https://www.e-access.att.com/hronestop/documents/33859/10774655/CA_Rights_Obligations_Pregnant_Employee.pdf/4338c358-b600-51c1-b9a4-c1b311eb2eb2. Please note that all California employees and their supervisors are required to access this notice and review the information.

For New Jersey Employees and Their Supervisors

The state of New Jersey requires that all employers notify employees annually of the New Jersey Gender Equity in Pay, Compensation, Benefits or Other Terms or Conditions of Employment Notification. New Jersey and federal laws prohibit employers from discriminating against an individual with respect to his/her pay, compensation, benefits, or terms, conditions, or privileges of employment because of the individual's gender. This information is available on the NJ Gender Equity notification and is available at the following link: https://www.e-access.att.com/hronestop/documents/33859/10774655/NJ_Gender_Equity.pdf/c538fad7-4af6-1671-7c4d-179754e945b4.

For New York Employees and Their Supervisors

In addition to the reporting channels identified above, New York employees may also report allegations of sexual harassment to the New York State Division of Human Rights (718-741-8400 or www.dhr.ny.gov), may file a complaint in the New York State Supreme Court or call 1-800-427-2773 to receive free legal counseling regarding any complaint of workplace sexual harassment or to submit a complaint regarding such harassment. Employees who work in New York City may also file complaints of sexual harassment with the New York City Commission on Human Rights (718-722-3131 or <https://www1.nyc.gov/site/cchr/index.page>).

For Delaware Employees and Their Supervisors

Delaware state law requires employers to distribute to employees in Delaware certain information about sexual harassment. This information is available on the brochure titled "Delaware Sexual Harassment Notice," available at <https://hronestop.web.att.com/documents/33859/10774655/Delaware+Sexual+Harassment+Notice.pdf/c6e6ebaa-c2a2-98ad-01ac-b4377fb04bae>.

For Oregon Employees and Their Supervisors

In addition to the policy above, the state of Oregon prohibits an employer from requiring or coercing an employee or prospective employee to enter into a nondisclosure or nondisparagement agreement or any other provision which has the purpose or effect of preventing the employee from disclosing or discussing conduct that constitutes discrimination, including sexual harassment or sexual assault.

Oregon employees who have made a complaint may voluntarily request to enter into a nondisclosure or nondisparagement agreement and the employee has at least seven days to revoke that agreement.

The state of Oregon defines sexual assault as unwanted conduct of a sexual nature that is inflicted upon a person or compelled through the use of physical force, manipulation, threat, or intimidation.

The statute of limitations to file a complaint for Oregon residents is within five years of the occurrence.

For Puerto Rico Employees and Their Supervisors

In addition to the reporting channels identified above, Puerto Rico law requires employers to provide notice to employees in Puerto Rico regarding its workplace harassment law. This law's provisions are available in Spanish at the following link: [ley-90-2020.pdf \(att.com\)](#). The law's provisions are also available in English at: [HB 306.pdf \(att.com\)](#).

Frequently Asked Questions

Your Responsibility as an Employee, Contractor and/or Supervisor

- Q. Are all AT&T employees and contractors responsible for ensuring their actions are conducted in accordance with AT&T's Equal Employment Opportunity (EEO) and Harassment Policies?
- A. Yes. Failure to comply with these policies may result in disciplinary action, which can include dismissal even for a first offense. Supervisors are responsible for ensuring the work environment is free of discrimination and harassment.
- Q. If you believe you have been subjected to discrimination, harassment, and/or retaliation or have knowledge of conduct prohibited under the Policy, are you responsible for reporting the matter?
- A. Yes. We are all responsible for speaking up if we believe that someone at AT&T has violated the EEO and Harassment Policies. If a manager observes or receives any reports or allegations of conduct which could potentially violate the EEO and Harassment Policies, the manager has a responsibility to report it immediately to Human Resources or the AT&T Hotline. Report concerns via **AT&T Hotline @ 1-888-871-2622** or the **AT&T Hotline Web Reporting site** <https://app.mycompliancereport.com/report?cid=ATT>

Non-Retaliation Policy

- Q. Are employees who raise concerns or who participate in an internal investigation protected from retaliation?
- A. Yes. Any individual who seeks advice, raises a concern, or reports an EEO concern is following the EEO and Harassment Policies. AT&T will not tolerate retaliation against such a person.

Internal Investigations

Q. Are employees guaranteed complete confidentiality or anonymity?

A. Investigators will maintain confidentiality or anonymity to the extent allowable by law and where the confidentiality and anonymity does not impede the integrity of the investigation.

Sexual and Other Harassment

Q. Is it okay for a supervisor and a subordinate (including contractors) to have a close personal relationship or a dating relationship?

A. No. Any dating relationship or close personal relationship within the chain of command is prohibited. This also includes a supervisor who has influence over an employee's work, productivity, or terms and conditions of employment. Failure by either party to report the relationship immediately is a violation of the policy.

Q. Can sexual harassment occur between individuals of the same sex?

A. Yes. Sexual harassment can happen between individuals of the same sex as well as the opposite sex.

Q. Are jokes about sex, race, age, religion, ethnicity, or any other jokes made at the expense of others appropriate in the workplace?

A. No. Jokes made at the expense of any person or class of persons are prohibited.

Disability

Q. Does AT&T accommodate disabilities?

A. Yes. It is AT&T's policy to provide reasonable accommodations to qualified employees with disabilities when medical restrictions preclude them from performing an essential function of their current or desired job, unless the accommodation poses an undue business hardship for AT&T.



March 2021

A Message from AT&T CEO John Stankey

To All AT&T Employees:



Our purpose at AT&T is to create connection – with each other, with what people need to thrive and with the stories and experiences that matter.

Doing so at the highest levels requires many different talents, backgrounds and perspectives. But the foundational requirement is a commitment to integrity.

Ethical behavior is a part of everyone's DNA at AT&T, without exception or compromise. That's where our Code of Business Conduct comes in. The Code serves as our roadmap for making sure we do what's right in every situation, whether it's with our customers, our partners, our stakeholders or each other.

Acting with honesty, integrity and transparency is what our customers expect of us. And it's what we should demand from each other.

Thank you for living our values.

John Stankey



Introduction

Our mission at AT&T is to inspire human progress through the power of communication and entertainment. To fulfill that mission, each of us must take personal responsibility for acting ethically and protecting our longstanding reputation.

Our Code of Business Conduct lays out our commitment to our Values and the Code itself, and to live true by each other, our customers, our shareholders, and to all who have a stake in AT&T's success.

While no Code of Business Conduct can provide rules that cover every situation or challenge, ours serves as a guide for each of us. It reinforces our commitment to "just do the right thing" and empowers us to take action and make the right decisions, even when they're challenging.

We protect all we believe in and the values we stand for by keeping our commitments, acting with integrity, and making the right decisions.

Applicability

The Code of Business Conduct applies to all employees of AT&T Corporate, AT&T Communications, and AT&T Latin America.



Our Commitment to our Values

We live true to our Values.

Live true. Do the right thing, no compromise. **Think big.** Innovate and get there first.

Pursue excellence. In everything, every time. **Inspire imagination.** Give people what they don't expect. **Be there.** When customers & colleagues need you most. **Stand for equality.** Speak with your actions. **Embrace freedom.** Press, speech, beliefs. **Make a difference.** Impact your world.

We respect our Values and apply them to our work every day.

As AT&T employees, we are part of a long tradition of employees who have conducted themselves in an ethical manner that reflects positively on the Company. We focus on doing the right thing – upholding our shared commitment to complying with laws, regulations, and internal policies. Acting ethically is every employee's responsibility. This extends beyond our workday. Employees may be held accountable for actions, on or off the job, that could impair work performance or affect the company's reputation or business interests. We are accountable for being familiar with and following this Code and the Company's policies and guidelines. We understand that violations may result in discipline, up to and including termination of employment. We know that no one has the authority to direct any employee to violate the law, this Code, or AT&T's policies.

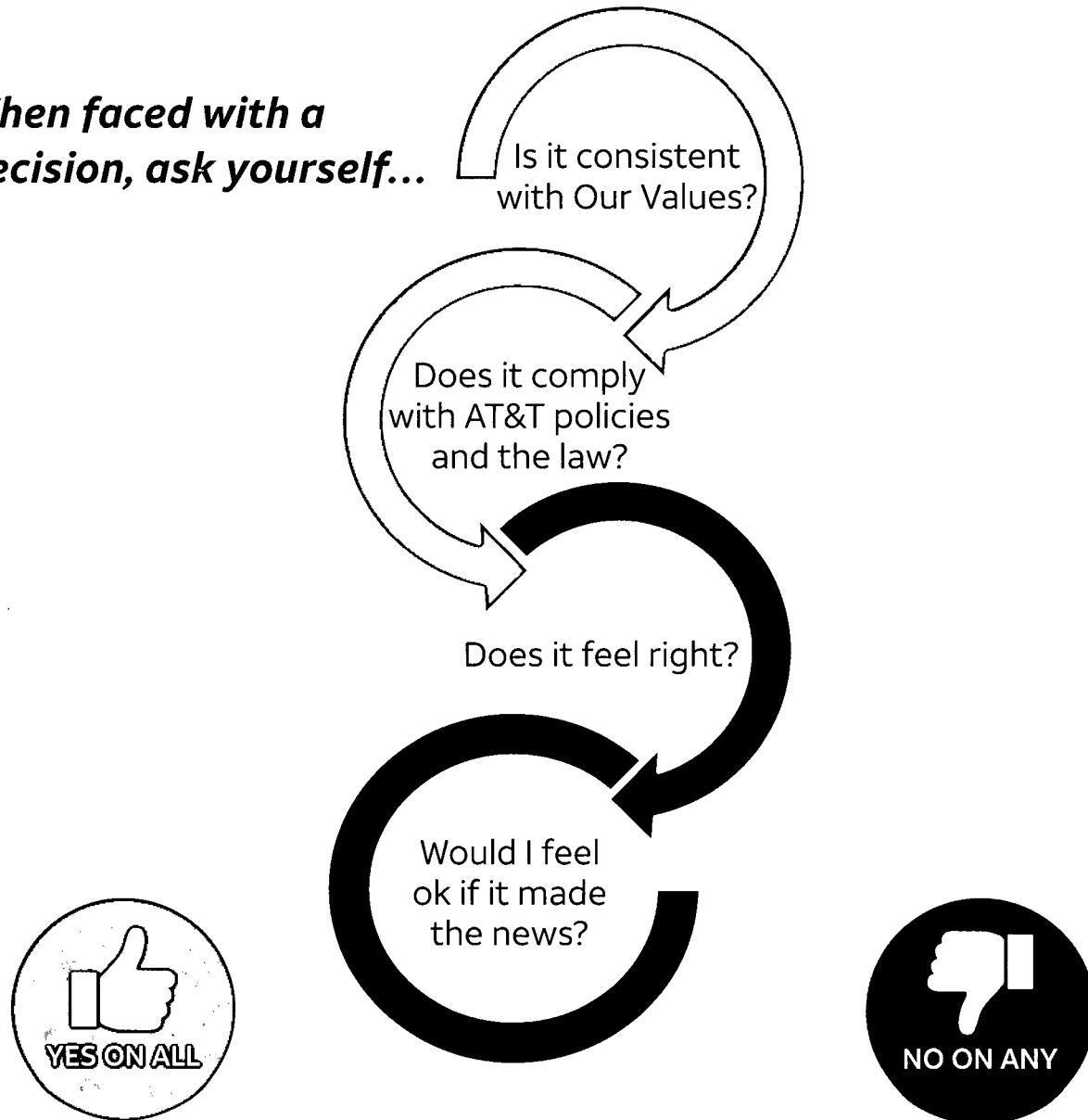
The Code of Business Conduct forms a strong foundation for ethical business conduct, but it is not a substitute for good judgment and cannot address every situation we may encounter. If we are ever unsure about what to do in a particular situation, we must ask ourselves a few critical questions, as outlined in AT&T's Ethical Decision-Making Model. If the answer to any of the questions in the model is "no," we must not proceed.



Live True!

Do the right thing, no compromise.

When faced with a decision, ask yourself...



Unsure?

Speak with your supervisor, HR or
Ask Compliance (844-533-2248 – US, 1-404-898-7199 – non-US).



Our Commitment to our Values (continued)

We know our reporting rights and responsibilities.

We report when we observe a violation, or what we believe to be a violation of the law, this Code, Company policies or guidelines. We do not knowingly and willfully make false, fictitious statements or representations. To facilitate reporting, the Company maintains a number of reporting outlets, several of which allow anonymous reporting (where permitted by law):

- Your supervisor or anyone else in your chain of command
- Human Resources
- Your Business Unit attorney or Legal Department
- AT&T Reporting Hotlines or Websites

The Code is not intended to limit our right to report any concerns to a government agency or to participate in government investigations.

Supervisors know our responsibilities.

As supervisors, we demonstrate our personal commitment to the Company's standards and foster an environment where employees feel comfortable asking questions and reporting issues. We also ensure our direct reports are aware of their obligations under the Code.

We are alert to potential unlawful conduct in our department and take steps to prevent such conduct from occurring. We advise the appropriate channels of potential violations of the Company's standards that come to our attention.

We cooperate with investigations.

AT&T investigates possible violations of the law, this Code, Company policies and guidelines, as well as any other behavior that we believe is unethical and/or could harm the Company, its employees, our property, or others. We cooperate fully with the Company's investigations.

We do not retaliate.

AT&T does not tolerate retaliation against those who seek advice, raise a question, or report suspected violations.

We know where to find additional guidance.

We can find more detailed information to help foster an ethical environment through our Company policy websites

- AT&T Corporate and AT&T Communications
- Mexico
- Vrio



We can also contact [Ask Compliance](#), our supervisors, Human Resources, or Legal with any questions related to the Code, Company policy or guidance, and ethics in general.



Our Commitment to Live True

We do the right thing, no compromise.

Ethics and integrity are foundational to who we are at AT&T. For more than 140 years, these principles have guided our interactions with our customers, our shareowners, and each other. While AT&T continues to transform the world of media and entertainment, communications, and technology, our commitment to running a business rooted in ethics and integrity will never change. Doing the right thing without compromise is the responsibility of every employee. That means we do the right thing by shareholders, customers, communities, suppliers, public authorities, and our fellow employees. They can trust that we do what we say.

We treat each other with respect and do not permit intimidation, discrimination or harassment.

AT&T employees are protected from discrimination on the basis of race, color, religion, religious creed, national origin, ancestry, age, sex, sexual orientation, gender, gender identity, gender expression, physical disability, mental disability, pregnancy, medical condition, genetic information, marital status, citizenship status, military status, veteran status, or any other characteristic protected by law.

When the actions of some cause others to feel intimidated, offended, or to lose dignity, all of us suffer. We must treat each other courteously and professionally. We insist on a positive work environment and speak out if that goal is compromised by anyone. This extends beyond our workday. Employees may be held accountable for actions outside of work that could impair work performance or affect the company's reputation or business interests.

We support a work environment that is inclusive and diverse.

Differing viewpoints that we each bring to the workplace challenge us collectively to think more broadly and allow us to be more creative in the products and processes we develop. We realize that the world we serve is diverse in its social customs and cultural traditions, and we respect and embrace those differences.

We create a safe and secure place to work.

The importance of working safely has been part of our heritage for over a century. We are committed to providing a safe working environment. When public safety is at issue, we take reasonable precautions to safeguard the public, as well as our employees and customers. We stay current on laws, regulations, and practices related to the safety and health of the workplace and our products and services.

We comply with those legal and Company requirements. In addition, we do not tolerate or permit threats, violence, or other disruptive behavior in our work environments. Our concern for a safe workplace extends to protecting information about us that the Company maintains. We hold the personal information of our employees, retirees, and their beneficiaries in strict confidence.



Our Commitment to Our Business and Our Shareholders

We work lawfully and in accordance with regulations that apply to us.

We are diligent about following the laws and regulations that relate to our business. There are no shortcuts. We do not expose the business to harm by failing to follow any rules that may apply to us. The Company's policies and procedures support and clarify these laws and regulations and facilitate our compliance. We adjust our practices as appropriate to comply with the laws and requirements of our global markets and our diverse operations.

We comply with global trade laws and regulations.

We comply with all applicable international trade laws and regulations. These laws and regulations apply to the import and export of goods and services, such as hardware, software and technology (including technology downloads); sanctioned countries and restricted parties; and international boycotts. We consult our Legal Department before proceeding with any international transaction, shipment or import that may be covered by these laws.

We protect assets, confidential information and intellectual property.

All AT&T's assets, from a physical asset such as a truck or a tower to an intellectual property asset such as material protected by copyright, trade and service marks, a patent or trade secret, are essential tools for our success. We are good stewards of the assets we use every day. We are personally responsible for the proper use of assets in our care and preventing their loss. This includes protecting ideas, research, inventions, media, and our brands. We protect confidential and proprietary information and prevent its improper, unauthorized, or inadvertent disclosure. We will also not misuse the assets or intellectual property of others.

We manage records and information appropriately.

We create, use, retain, and dispose of our business records and information carefully and in accordance with the Company's Records and Information Management policies and schedules. We follow the Finance and Legal Department's instruction when records should be held for potential or pending litigation, investigations, or in response to court orders.



Our Commitment to Our Business and Our Shareholders (continued)

We use electronic communications responsibly.

Communication, in its many forms, should be appropriate and respectful, both inside and outside of work. The communications systems in place at AT&T are primarily for business use. We may use these systems only occasionally for personal e-mail or Internet access, but we do not allow this use to be disruptive to the needs of the business. We do not use these systems to access or distribute obscene or offensive media.

We avoid and resolve conflicts of interest.

When acting on behalf of AT&T, we put the Company's interests ahead of our own personal gain. This means we do not allow our own interest or our family or other relationships to influence the decisions we make on behalf of the Company. Conflicts of interest can undermine our business judgment and expose the Company to risk. We avoid actual, potential, and appearances of conflicts of interest and disclose and resolve them promptly.

We do not allow our business decisions to be influenced by gifts, favors, or hospitality from others. Accepting or offering gifts, favors, or entertainment can create a conflict, result in the appearance of a conflict, and, in some cases, violate the law. If we have any doubts, we seek guidance before accepting or offering any material gifts, favors, or entertainment.

We do not compete with the Company. We also do not take a business opportunity discovered through our affiliation with the Company, unless the Company has already been offered the opportunity, turned it down, and approves the business opportunity.

We strive to do business with ethical suppliers.

We try to do business with suppliers, third parties, and business partners that enhance our level of service and provide products and services of quality. We seek suppliers who share our commitments to ethical and sustainable business practices, human rights (including labor rights), and diversity.



Our Commitment to Our Customers

We follow ethical sales practices.

We earn and preserve our customers' trust by treating them with honesty and integrity and in a professional, courteous manner. We fairly represent our products and services to them. We listen to our customers and challenge ourselves to find new ways to deliver a unique customer experience. We deliver what we promise. We do not provide goods or services that customers did not authorize.

Sometimes our customers are our competitors and suppliers as well. In those situations, we serve them in the same professional manner we would extend to any customer.

We comply with regulations that apply to government customers.

Doing business with certain government entities requires adhering to strict and sometimes unique regulations. We are trained about these rules, and we follow these regulations in our interaction with governments. We are committed to this enhanced level of diligence for these governmental customers. We follow instructions to seek advice immediately from our internal experts whenever we are in doubt about any activity.

We guard the privacy of our customers' communications.

We protect the privacy of our customers' communications. Not only do our customers demand this, but the law requires it. Consistent with this principle, although we comply with government requests for customer communications, we do so only to the extent required by law. Maintaining the confidentiality of communications is, and always has been, a crucial part of our business.

We protect the information about our customers that they entrust to us.

AT&T possesses sensitive, detailed information about our customers who rely on AT&T to safeguard that information. Laws and regulations tell us how to treat such data. Any inappropriate use of confidential customer information violates our customers' trust and may also violate a law or regulation. Preserving our customers' trust by safeguarding their private data is critical.



Our Commitment to Make a Difference

We support community activities.

We participate in activities to make our communities better places to live, work, and grow. We strengthen our communities by providing good jobs, donating our time and talents, supporting underserved populations, and promoting education programs that create economic opportunity.

We support political involvement.

AT&T encourages us to participate in the political process. We vote, volunteer our time, contribute to the candidates we individually support, and hold political office. Because of laws governing the election process, we conduct personal political activities on our own time and with our own resources, and we avoid conflicts of interests. We comply with pertinent campaign laws.

We operate responsibly toward the environment.

We are committed to operate and to provide products and services in an environmentally responsible and sustainable manner. We follow applicable laws and regulations related to the environment. We strive to follow best practices and minimize our environmental impact in ways that are relevant to our business and important to the communities we serve.



Our Commitment to Others

We maintain integrity in our financial reporting and business records.

For the sake of our shareholders, creditors, and others, we strive to generate reliable financial reporting and business records. We are committed to full, fair, timely, accurate, and understandable disclosure in the reports and documents we file or submit to the U.S. Securities and Exchange Commission and regulators around the globe. We prepare our business records and financial reports with integrity and honesty, whether they are externally reported or used internally to oversee the Company's operations. We report concerns about financial, accounting, and auditing matters, as well as issues regarding business records, through appropriate channels.

We communicate to the public via approved channels.

Only senior leaders, or other individuals expressly authorized by AT&T, speak to the public on AT&T's behalf, and they do so through approved channels of communication.

We do not engage in insider trading.

We must keep inside information confidential. Inside information is non-public information which is either owned by AT&T or another person or entity. It may be known by some people, but not yet generally known by the public. Examples include information about AT&T's financial position, future releases, products, services or plans. It can be valuable to others, inside and outside AT&T. Use of inside information for personal gain could result in jail time, fines, or both. If we have inside information obtained through our positions at AT&T – the information may relate to AT&T, or to a supplier, customer, or competitor – we may not use that information to trade in securities of the relevant company nor may we provide the information to others. The laws extend even to inside information we gain accidentally through our positions and apply to members of our families. We ask for advice on this issue from our Legal Department if we are in doubt about whether we possess inside information.



Our Commitment to Others (continued)

We support fair competition and comply with the antitrust laws.

AT&T succeeds in the marketplace by competing aggressively but fairly. Our products and services stand on their own merits. We do not misrepresent the characteristics of our products and services, and we do not deceive our customers or engage in any other unfair practices.

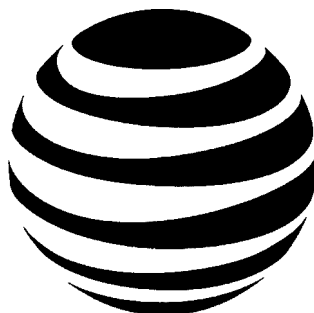
AT&T does not seek to eliminate or reduce competition through any illegal agreement with competitors. For example, AT&T will not agree or even discuss with a competitor prices that AT&T or the competitor will charge, the customers that AT&T or the competitor will serve, or the services that AT&T or the competitor will offer.

Because our dealings with competitors are subject to scrutiny, we consult with our Legal Department before any contact with a competitor, and we do not enter into an agreement with a competitor unless the agreement has been cleared in advance by the Legal Department.

If we are in doubt about what is permitted under the antitrust laws, we seek advice from the Legal Department.

We do not engage in any form of bribery.

We follow ethical business practices throughout the world in our dealings with public officials, other companies, and private citizens. We do not seek to influence them through any improper means, directly or indirectly. This includes unethical payments; inappropriate gifts, meals, or entertainment; or inappropriate political or charitable contributions. Such activity erodes our integrity and, in most cases, violates the law. We strive to avoid even the appearance of improper influence.



JOB TITLE: RETAIL SALES CONSULTANT		
DATE: 06/15/2014		
Job Key Code	Mobility Labor Agreement	District
16000025	Orange	1, 2, 4, 7, 9, 13

JOB DESCRIPTION

Develop and attain customer experience and sales objectives for store. Sell all products and services offered by the Company. Meet all sales objectives. Handle all administrative aspects of the sale including: completing customer contracts and warranties, pulling products from inventory, accepting customer payments and filing the completed orders. Maintain strong knowledge of all products, accessories, pricing plans, promotions and service features. Maintain knowledge of competitive offers and provide critical market feedback to the Store Manager regarding local competition and product/service needs. Handle service inquiries from customers. Provide efficient, courteous customer service and assist in all aspects of product offerings and services. Ensure an extraordinary customer experience.

GENERAL DUTIES

The functions listed below are representative of duties performed by this job title. Duties generally include but are not limited to the following:

GENERAL ESSENTIAL FUNCTIONS WHICH ARE NORMALLY REQUIRED:

Customer Experience and Sales

- Possess a competitive spirit and desire to meet and exceed sales goals
- Stay up-to-date on the latest data/entertainment technology and devices, such as Wi-Fi, data devices, TV entertainment tools
- Understand customers' needs and help them discover how our products meet those needs
- Multi-task in a fast paced team environment
- Educate and engage customers through product demonstrations
- Interact with customers and provide prompt and courteous customer service to all customers

PHYSICAL REQUIREMENTS

- Ability to stand for long periods of time
- Ability to lift up to 25 pounds

Provisions listed in these Job Descriptions may be changed or modified by AT&T Mobility without prior notice, at any time at the Company's sole discretion.

BASIC QUALIFICATIONS**TESTS:**

Applicants will be expected to pass any assessments or tests associated with the position.

SPECIAL JOB REQUIREMENTS:

The successful candidate will be able to perform the following with or without reasonable accommodation:

- Ability to work flexible hours, including evenings, weekends and holidays
- Ability to complete all paperwork completely, accurately, in a timely manner
- Ability to operate a personal computer, wireless equipment, copier and fax
- Ability to work in other locations as the needs of the business dictate may be required.
- Complete all aspects of opening and closing the store in accordance with written procedures.
- Submit all transaction journals on a daily basis.
- Assists with inventory maintenance
- May be required to wear a uniform

Retail Sales Consultants are paid a competitive hourly rate and can earn additional monthly commission dollars by meeting and/or exceeding sales objectives!

PREFERRED QUALIFICATIONS:

- 1-3 years retail/customer facing/sales experience preferred.

TRAINING

- Classroom training
- On-the-job training
- On-line training

Form Logistics

Submission Details

Observer ATTUID: da917n

Form Create Time: Jul 28, 2022 15:40:23

Visit Start Time: Jul 28, 2022 15:40:23

Visit End Time: Jul 28, 2022 15:40:49

Form Submit Time: Jul 28, 2022 15:40:49

On-Site Duration: 25seconds

Rep Details

Channel: ATTR + AR

Location: LV CTC N. DECATUR - S360 1W66U

Rep Name: GOODWIN, ANTONIO (AG997G)

Manager Name: ADAMS, DYLAN (DA917N)

Full Hierarchy: ATTR + AR >> WEST >> DESERT SOUTHWEST >> ROBBETT, LTANYA M >> COUVERTIER-LOPEZ, ANGEL >> LV CTC N. DECATUR - S360 1W66U >> GOODWIN, ANTONIO

Visit Geolocated?: No

Geolocated at Start?: No (Unable to determine initial coordinates)

Geolocated at End?: No (Unable to determine ending coordinates)

Location Coordinates: 36.2771, -115.2059

Coaching Details

Coaching Name: Coaching Discussion

Coaching ID: 20119414

Topic: Other Coaching

Date of Coaching: Jul 28, 2022

Coaching

Coaching Discussion:
Please ensure you are using DIRECT as a guide to your conversation. For documentation, be specific, but brief.

Angel addressed Antonio that he is having this meeting to address some concerns about specific topics-

Concerns from Antonio that management was not providing enough options for transfer for Antonio. Antonio concerns are that June 24 he informed management that he was trying to transfer. Going through the process of applying online. When RSM got back RSM informed him to apply for reqs that would be open and that was round the 28th. 3 positions open and when he went to see if the positions were still open that they had filled two and closed the one. Same thing at other store where the position was filled. Informed Antonio that he has a final written on attendance and they couldn't take another employee. Angel clarified that RSM Dylan has reached out to managers and did his due diligence to get him transferred. Questionnaire asks if he is on any accountability and Antonio confirms he is on two steps, one for performance and one for attendance. Angel clarified with Union that he could grieve his counseling and they confirmed they went over his options and he did not grieve it.

Antonio addressed his final written warning. Antonio is claiming that RSM Dylan Adams checked and before he went on the days off that he was at 23 hours. Union clarified that attendance is clarified to them. RSM job is not to inform him of work related topics when he is at home. Antonio clarifies that he wants it to be clarified going forward for other employees so they aren't in his situation.

Angel is now clarifying FMLA and LOA options for Antonio. Went over with him that he is negligible due to his employment term with ATT. Due to him being under 1 year. It's the law and not based off ATT. Other option for leave is JA but because he is not the one who is sick it got denied.

Angel suggests to retake the attendance training to better understand the policy. Antonio denied saying he understands. Concern on information being falsified with sbs. Hr went through it and nothing was found. Angel is asking for the exact ones so we can go over them together to see if something was done incorrectly. Antonio is claiming that it is a lot. If something is done incorrectly we will do it right.

Hr communicated to Angel that there is nothing to investigate. In regards to concerns about management not being proactive in assisting or providing options for leave. And concerns about sbs and coaching being false or exaggerated were denied by hr.

Form Logistics

Submission Details

Observer ATTUID: ac7692

Form Create Time: Jan 21, 2022 22:31:27

Visit Start Time: Jan 21, 2022 22:31:27

Visit End Time: Jan 21, 2022 22:36:10

Form Submit Time: Jan 21, 2022 22:36:10

On-Site Duration: 4minutes, 39seconds

Rep Details

Channel: ATTR + AR

Location: LV CTC N. DECATUR - S360 1W66U

Rep Name: GOODWIN, ANTONIO (AG997G)

Manager Name: MARTINEZ, JULIO C (JM982Y)

Full Hierarchy: ATTR + AR >> WEST >> DESERT SOUTHWEST >> ROBNETT, LTANYA M >> COUVERTIER-LOPEZ, ANGEL >> LV CTC N. DECATUR - S360 1W66U >> GOODWIN, ANTONIO

Visit Geolocated?: No

Geolocated at Start?: No (Unable to determine initial coordinates)

Geolocated at End?: No (Unable to determine ending coordinates)

Location Coordinates: 36.2771, -115.2059

Form Details

Form Name: Leadership Check-in- ARSM

Form ID: 18596509

Special_Project

ARSM: Introduce yourself, give brief professional and personal background. Share your goals!

Q: Thank you for being part of the team - I look forward to hearing about your success and development. And I'd also love to learn more about you. Tell me more about yourself and share a personal goal outside of AT&T? (examples: education, travel, hobbies, health goals)

Antonio shared he has extensive background in sales and in the wireless industry. Antonio is skilled in cold calling and he shared some best practices. We are excited and looking forward to have him on our team and see him develop. Antonio expressed he would like to eventually explore management or small business opportunities.

Special Project

Q: How was your initial 1:1 meeting with your manager? If it hasn't happened, when is it scheduled?

Antonio explained his experience and 1:1 conversation with RSM Julio Martinez was positive.

Q: How was your overall training experience?
Are there topics you'd like more training on?

Antonio expressed his training experience has been positive. Antonio highlighted the service culture he has seen in trainings and in the location and is excited to be onboard with the company.

Q: What about your in-store onboarding experience with your RSC advocate and manager?

Antonio expressed his experience has been positive with his fellow RSCs. He explained they have been supportive of him and always available to answer any questions or to assist him.



Q: Pull up the New Hire Hub in myCSP and review the following topics and ensure understanding of the items listed below.

Completed

- Attendance one-pager/video
- Have RSC demo the shift app
- Compensation one-pager/video
- Benefits
- 401k
- Key resources

Note: Ask them to bookmark the page so they can refer to it again.



Form Logistics

Submission Details

Observer ATTUID: jm982y

Form Create Time: Jan 20, 2022 15:47:50

Visit Start Time: Jan 20, 2022 15:47:50

Visit End Time: Jan 20, 2022 16:37:36

Form Submit Time: Jan 20, 2022 16:37:36

On-Site Duration: 49minutes, 43seconds

Rep Details

Channel: ATTR + AR

Location: LV CTC N. DECATUR - S360 1W66U

Rep Name: GOODWIN, ANTONIO (AG997G)

Manager Name: MARTINEZ, JULIO C (JM982Y)

Full Hierarchy: ATTR + AR >> WEST >> DESERT SOUTHWEST >> ROBNETT, LTANYA M >> COUVERTIER-LOPEZ, ANGEL >> LV CTC N. DECATUR - S360 1W66U >> GOODWIN, ANTONIO

Visit Geolocated?: No

Geolocated at Start?: No (Unable to determine initial coordinates)

Geolocated at End?: No (Unable to determine ending coordinates)

Location Coordinates: 36.2771, -115.2059

Form Details

Form Name: New Team Member Discussion

Form ID: 18584404

Special_Project

BACKGROUND

RSM: Introduce yourself, give brief professional and personal background. Share your goals!

Q: I'd love to learn more about you. Tell me more about yourself and share a personal goal outside of AT&T? (examples: education, travel, hobbies, health goals)

RSC Antonio Goodwin stated that his professional goals with AT&T is to eventually promote in the company and eventually retire with the company. Personal goals is to have numerous properties and be able to have supplemental income upon retirement in order to have financial stability.

Special Project

LEADERSHIP STYLE

Q: Tell me about your favorite boss/teacher/coach. What made them your favorite? Tell me about your least favorite boss/teacher/coach. What made them your least favorite? (examples: coaching, recognition, feedback, communication)

RSC Antonio stated that his favorite managers were Ron Murphy from Nextel and Jason Smith from Verizon who were very big mentors to him and continued to push him with cold calling and constantly not taking no for an answer and to continually push harder. RSC Antonio stated that he did not necessarily have a least favorite leader and always took something positive from every leader he has had.

New Team Member Discussion

ACHMENT 4



WORK ENVIRONMENT/TRAINING

Q: Tell me about your training experience, what worked well?
Are there topics you would like more training on?

RSC Antonio stated that the training experience has been good so far, but would definitely like more information and focus on OPUS and the system.

RECOGNITION

AT&T loves to recognize their people's accomplishments.

How do you prefer to be recognized?

- Written recognition (email)
- Certificate
- Social Media Post
- Team call - peer recognition
- Group chat
- Public/Private

RSC Antonio stated that he tends to be pretty low key in regards to recognition but if he had to choose he does prefer to be recognized via email.

MANAGER CHECKLIST

Completed

New Hire Hub *827186 (have them bookmark it for future reference):

- Benefits videos (video 1, compensation and attendance)
- Attendance one-pager
- Compensation one-pager
- Did they complete the New Hire Engagement Survey (linked on New Hire Hub)?

Additional items:

Completed

-Is COU phone number listed in WebPhone? (yes/no/get it updated)

-Overall onboarding experience, any feedback? (rating and open comments)

-Shift app overview

-ERP bonus for referrals - "We want great people, just like you! Did you know we offer a great referral bonus when people you refer get hired?"

-Have you signed up for AT&T perks? AT&T gives you exclusive discounts on travel, home purchases and more.

o Use referral code QFUVBP

o

<https://attperks.benefithub.com/Account/Login?ReturnUrl=%2f>

f

Employee: ANTONIO GOODWIN (ag997g)

Activation Date: 2022-05-06

Track: My Job Performance

Expiration Date: 2022-08-04

Subtrack: Performance and Engagement

Step: Counseling

You have been provided an opportunity to demonstrate your ability to meet the performance expectations of your role. I have provided feedback and coaching to assist you in meeting your performance goals, however, immediate improvement is needed in the following area:

Performance and Engagement.

Because your performance does not demonstrate the necessary actions and/or behaviors of your role you are being placed on a Counseling step of discipline effective the date of this letter.

You have failed to follow the expected behaviors around recommending . As we discussed, this is not acceptable and must be corrected immediately. You must improve your performance to an acceptable level. If you need any assistance in meeting your performance expectations please let me, the ARSM or the ERM know.

In order to meet these objectives/expectations, you must take the following steps:

Ask the two extended discovery questions around entertainment which are "who do you have for your current tv provider?" "what do you love about them?"

Demo to every customer who is not currently a Directv or Directv customer

You must achieve satisfactory performance in all components of performance and Code of Business Conduct.

The Company provides services through the Employee Assistance Program (EAP) for employees' personal and/or work life. You can reach the EAP service center, 24 hours a day, 7 days a week, at 1-866-263-9253.

Job Accommodations

AT&T provides reasonable accommodations to qualified employees with disabilities when medical restrictions preclude them from performing an essential function of their job, unless the accommodation poses an undue business hardship for AT&T. To request a job accommodation, visit the AT&T OneStop Job Accommodation Portal. Pathway: HR OneStop > Attendance > Job Accommodations (JA)

URL: <https://hronestop.web.att.com/group/hr-onestop/jobaccommodations>

Your failure to improve to acceptable levels or if any further incidents occur, discipline will result, up to and including termination.

Employee: ANTONIO GOODWIN (ag997g)**Activation Date:** 2022-07-15**Track:** Attendance**Subtrack:** Attendance**Step:** Final Written Warning

You have not demonstrated the necessary actions/behaviors related to attendance. Therefore, I am placing you on a Final Written Warning step of discipline effective the date of this letter.

Detail == Listed below are the dates where attendance hours were accrued as of 07/03/2022:

04/29/2022 == 5 hours == Expires 10/29/2022 == Tardy - Late Arrival

05/01/2022 == 2 hours == Expires 11/01/2022 == Tardy - Late Arrival

06/02/2022 == 8 hours == Expires 12/02/2022 == MUN - Misc Absence Unpd NOT excl

06/18/2022 == 8 hours == Expires 12/18/2022 == Unexcused

06/30/2022 == 8 hours == Expires 12/30/2022 == Unexcused

07/01/2022 == 8 hours == Expires 01/01/2023 == Tardy - Late Arrival

This step of discipline does not include any absences that are currently pending consideration for Family Medical Leave Act (FMLA) or Short Term Disability benefits (STD). If such absences are subsequently denied FMLA protection or STD benefits, they will be included in your attendance record and appropriate disciplinary action, if any, will be taken in accordance with the departmental attendance guidelines.

You are expected to be at work and on time as scheduled including when scheduled for OT, Holidays, and regularly scheduled hours. Additionally, you are expected to be on time for the beginning of your shift, as well as returning from breaks and lunches as well as completing your scheduled shift. If you have an unexpected absence, you must contact your manager or use the established procedure(s) per your departmental attendance guidelines.

1. When you require time away from work for appointments or other activities, request use of any accrued paid time off, for example, EWP, Designated Holiday, Floating Holiday, or Vacation days, or request a schedule trade day (shift swap) or exchange time.
2. The Employee Assistance Program is a valuable benefit provided to you by AT&T Mobility. It is designed to help employees and their eligible family members deal with personal problems before they affect their health, family, or job performance. By calling the EAP, you have direct access to licensed professionals who can assist you. The 24-hour hotline number is 1-866-263-9253.

3. AT&T provides reasonable accommodations to qualified employees with disabilities when medical restrictions preclude them from performing an essential function of their job, unless the accommodation poses an undue business hardship for AT&T. To request a job accommodation, visit the AT&T OneStop Job Accommodation Portal. Pathway: HR OneStop > Attendance > Job Accommodations (JA)
URL: <https://hronestop.web.att.com/group/hr-onestop/jobaccommodations>

In order to meet these objectives/expectations, you must take the following steps:

- Review the Attendance Policy. - Due by
- Utilize your resources through exchange time, earned time off and shift trades. Discuss with your manager about the request and approval process. - Due by

We will continue to review your attendance and if occurrences are at or above threshold for discipline as outlined in the attendance guidelines, and you have no additional occurrences and/or policy violations during this time, you will no longer be in an active discipline status. Your discipline will remain active according to the occurrence schedule in the Attendance Guidelines. You can see changes to your occurrences through myWorkLife and/or Shift app. If you fail to improve or incur future absences at or above thresholds, discipline up to and including termination will result.

Employee: ANTONIO GOODWIN (ag997g)**Activation Date:** 2022-07-15**Track:** Attendance**Subtrack:** Attendance**Step:** Final Written Warning

You have not demonstrated the necessary actions/behaviors related to attendance. Therefore, I am placing you on a Final Written Warning step of discipline effective the date of this letter.

Detail == Listed below are the dates where attendance hours were accrued as of 07/03/2022:

04/29/2022 == 5 hours == Expires 10/29/2022 == Tardy - Late Arrival

05/01/2022 == 2 hours == Expires 11/01/2022 == Tardy - Late Arrival

06/02/2022 == 8 hours == Expires 12/02/2022 == MUN - Misc Absence Unpd NOT excl

06/18/2022 == 8 hours == Expires 12/18/2022 == Unexcused

06/30/2022 == 8 hours == Expires 12/30/2022 == Unexcused

07/01/2022 == 8 hours == Expires 01/01/2023 == Tardy - Late Arrival

This step of discipline does not include any absences that are currently pending consideration for Family Medical Leave Act (FMLA) or Short Term Disability benefits (STD). If such absences are subsequently denied FMLA protection or STD benefits, they will be included in your attendance record and appropriate disciplinary action, if any, will be taken in accordance with the departmental attendance guidelines.

You are expected to be at work and on time as scheduled including when scheduled for OT, Holidays, and regularly scheduled hours. Additionally, you are expected to be on time for the beginning of your shift, as well as returning from breaks and lunches as well as completing your scheduled shift. If you have an unexpected absence, you must contact your manager or use the established procedure(s) per your departmental attendance guidelines.

1. When you require time away from work for appointments or other activities, request use of any accrued paid time off, for example, EWP, Designated Holiday, Floating Holiday, or Vacation days, or request a schedule trade day (shift swap) or exchange time.
2. The Employee Assistance Program is a valuable benefit provided to you by AT&T Mobility. It is designed to help employees and their eligible family members deal with personal problems before they affect their health, family, or job performance. By calling the EAP, you have direct access to licensed professionals who can assist you. The 24-hour hotline number is 1-866-263-9253.

3. AT&T provides reasonable accommodations to qualified employees with disabilities when medical restrictions preclude them from performing an essential function of their job, unless the accommodation poses an undue business hardship for AT&T. To request a job accommodation, visit the AT&T OneStop Job Accommodation Portal. Pathway: HR OneStop > Attendance > Job Accommodations (JA)

URL: <https://hronestop.web.att.com/group/hr-onestop/jobaccommodations>

In order to meet these objectives/expectations, you must take the following steps:

- Review the Attendance Policy. - Due by
- Utilize your resources through exchange time, earned time off and shift trades. Discuss with your manager about the request and approval process. - Due by

We will continue to review your attendance and if occurrences are at or above threshold for discipline as outlined in the attendance guidelines, and you have no additional occurrences and/or policy violations during this time, you will no longer be in an active discipline status. Your discipline will remain active according to the occurrence schedule in the Attendance Guidelines. You can see changes to your occurrences through myWorkLife and/or Shift app. If you fail to improve or incur future absences at or above thresholds, discipline up to and including termination will result.

Employee: ANTONIO GOODWIN (ag997g)**Activation Date:** 2022-05-06**Track:** My Job Performance**Expiration Date:** 2022-08-04**Subtrack:** Performance and Engagement**Step:** Counseling

You have been provided an opportunity to demonstrate your ability to meet the performance expectations of your role. I have provided feedback and coaching to assist you in meeting your performance goals, however, immediate improvement is needed in the following area: Performance and Engagement.

Because your performance does not demonstrate the necessary actions and/or behaviors of your role you are being placed on a Counseling step of discipline effective the date of this letter.

You have failed to follow the expected behaviors around recommending . As we discussed, this is not acceptable and must be corrected immediately. You must improve your performance to an acceptable level. If you need any assistance in meeting your performance expectations please let me, the ARSM or the ERM know.

In order to meet these objectives/expectations, you must take the following steps:

Ask the two extended discovery questions around entertainment which are "who do you have for your current tv provider?" "what do you love about them?"

Demo to every customer who is not currently a Directv or Directv customer

You must achieve satisfactory performance in all components of performance and Code of Business Conduct.

The Company provides services through the Employee Assistance Program (EAP) for employees' personal and/or work life. You can reach the EAP service center, 24 hours a day, 7 days a week, at 1-866-263-9253.

Job Accommodations

AT&T provides reasonable accommodations to qualified employees with disabilities when medical restrictions preclude them from performing an essential function of their job, unless the accommodation poses an undue business hardship for AT&T. To request a job accommodation, visit the AT&T OneStop Job Accommodation Portal. Pathway: HR OneStop > Attendance > Job Accommodations (JA)

URL: <https://hronestop.web.att.com/group/hr-onestop/jobaccommodations>

Your failure to improve to acceptable levels or if any further incidents occur, discipline will result, up to and including termination.

Employee: MARCUS J CARTER (mc925j)**Activation Date:** 2022-09-01**Track:** Attendance**Subtrack:** Attendance**Step:** Counseling

You have not demonstrated the necessary actions/behaviors related to attendance. Therefore, I am placing you on a Counseling step of discipline effective the date of this letter.

Listed below are the dates where attendance Hours were accrued as of 09/01/2022:

03/20/2022 == 8.00 Hours == Expires 09/20/2022

04/22/2022 == 8.00 Hours == Expires 10/22/2022

04/23/2022 == 4.00 Hours == Expires 10/23/2022

07/02/2022 == 8.00 Hours == Expires 01/02/2023

Total Hours: 28

This step of discipline does not include any absences that are currently pending consideration for Family Medical Leave Act (FMLA) or Short Term Disability benefits (STD). If such absences are subsequently denied FMLA protection or STD benefits, they will be included in your attendance record and appropriate disciplinary action, if any, will be taken in accordance with the departmental attendance guidelines.

You are expected to be at work and on time as scheduled including when scheduled for OT, Holidays, and regularly scheduled hours. Additionally, you are expected to be on time for the beginning of your shift, as well as returning from breaks and lunches as well as completing your scheduled shift. If you have an unexpected absence, you must contact your manager or use the established procedure(s) per your departmental attendance guidelines.

1. When you require time away from work for appointments or other activities, request use of any accrued paid time off, for example, EWP, Designated Holiday, Floating Holiday, or Vacation days, or request a schedule trade day (shift swap) or exchange time.
2. The Employee Assistance Program is a valuable benefit provided to you by AT&T Mobility. It is designed to help employees and their eligible family members deal with personal problems before they affect their health, family, or job performance. By calling the EAP, you have direct access to licensed professionals who can assist you. The 24-hour hotline number is 1-866-263-9253.
3. AT&T provides reasonable accommodations to qualified employees with disabilities when medical restrictions preclude them from performing an essential function of their job, unless the accommodation

poses an undue business hardship for AT&T. To request a job accommodation, visit the AT&T OneStop Job Accommodation Portal. Pathway: HR OneStop > Attendance > Job Accommodations (JA)

URL: <https://hronestop.web.att.com/group/hr-onestop/jobaccommodations>

In order to meet these objectives/expectations, you must take the following steps:

- Review the Attendance Policy. - Due by Oct 01, 2022
- Utilize your resources through exchange time, earned time off and shift trades. Discuss with your manager about the request and approval process. - Due by Oct 01, 2022

We will continue to review your attendance and if occurrences are at or above threshold for discipline as outlined in the attendance guidelines, and you have no additional occurrences and/or policy violations during this time, you will no longer be in an active discipline status. Your discipline will remain active according to the occurrence schedule in the Attendance Guidelines. You can see changes to your occurrences through myWorkLife and/or Shift app. If you fail to improve or incur future absences at or above thresholds, discipline up to and including termination will result.

Employee: MARCUS J CARTER (mc925j)**Activation Date:** 2022-09-25**Track:** Attendance**Subtrack:** Attendance**Step:** Written Warning

You have not demonstrated the necessary actions/behaviors related to attendance. Therefore, I am placing you on a Written Warning step of discipline effective the date of this letter.

Detail == Listed below are the dates where attendance hours were accrued as of 09/22/2022:

04/22/2022 == 8 hours == Expires 10/22/2022 == MUN - Misc Absence Unpd NOT excl
04/23/2022 == 4 hours == Expires 10/23/2022 == MUN - Misc Absence Unpd NOT excl
07/02/2022 == 8 hours == Expires 01/02/2023 == MUN - Misc Absence Unpd NOT excl
09/11/2022 == 2 hours == Expires 03/11/2023 == Tardy - Late Arrival
09/18/2022 == 2 hours == Expires 03/18/2023 == Tardy - Late Arrival
09/19/2022 == 8 hours == Expires 03/19/2023 == CONTRACTUAL-ILLNESS-FULL-DAY-UNPAID

This step of discipline does not include any absences that are currently pending consideration for Family Medical Leave Act (FMLA) or Short Term Disability benefits (STD). If such absences are subsequently denied FMLA protection or STD benefits, they will be included in your attendance record and appropriate disciplinary action, if any, will be taken in accordance with the departmental attendance guidelines.

You are expected to be at work and on time as scheduled including when scheduled for OT, Holidays, and regularly scheduled hours. Additionally, you are expected to be on time for the beginning of your shift, as well as returning from breaks and lunches as well as completing your scheduled shift. If you have an unexpected absence, you must contact your manager or use the established procedure(s) per your departmental attendance guidelines.

1. When you require time away from work for appointments or other activities, request use of any accrued paid time off, for example, EWP, Designated Holiday, Floating Holiday, or Vacation days, or request a schedule trade day (shift swap) or exchange time.
2. The Employee Assistance Program is a valuable benefit provided to you by AT&T Mobility. It is designed to help employees and their eligible family members deal with personal problems before they affect their health, family, or job performance. By calling the EAP, you have direct access to licensed professionals who can assist you. The 24-hour hotline number is 1-866-263-9253.

3. AT&T provides reasonable accommodations to qualified employees with disabilities when medical restrictions preclude them from performing an essential function of their job, unless the accommodation poses an undue business hardship for AT&T. To request a job accommodation, visit the AT&T OneStop Job Accommodation Portal. Pathway: HR OneStop > Attendance > Job Accommodations (JA)

URL: <https://hronestop.web.att.com/group/hr-onestop/jobaccommodations>

In order to meet these objectives/expectations, you must take the following steps:

- Review the Attendance Policy. - Due by
- Utilize your resources through exchange time, earned time off and shift trades. Discuss with your manager about the request and approval process. - Due by

We will continue to review your attendance and if occurrences are at or above threshold for discipline as outlined in the attendance guidelines, and you have no additional occurrences and/or policy violations during this time, you will no longer be in an active discipline status. Your discipline will remain active according to the occurrence schedule in the Attendance Guidelines. You can see changes to your occurrences through myWorkLife and/or Shift app. If you fail to improve or incur future absences at or above thresholds, discipline up to and including termination will result.

Employee: MARCUS J CARTER (mc925j)**Activation Date:** 2022-10-23**Track:** Attendance**Subtrack:** Attendance**Step:** Counseling

You have not demonstrated the necessary actions/behaviors related to attendance. Therefore, I am placing you on a Counseling step of discipline effective the date of this letter.

Detail == Listed below are the dates where attendance hours were accrued as of 10/23/2022:

04/23/2022 == 4 hours == Expires 10/23/2022 == MUN - Misc Absence Unpd NOT excl

07/02/2022 == 8 hours == Expires 01/02/2023 == MUN - Misc Absence Unpd NOT excl

09/11/2022 == 2 hours == Expires 03/11/2023 == Tardy - Late Arrival

09/18/2022 == 2 hours == Expires 03/18/2023 == Tardy - Late Arrival

09/19/2022 == 8 hours == Expires 03/19/2023 == CONTRACTUAL-ILLNESS-FULL-DAY-UNPAID

10/21/2022 == 4 hours == Expires 04/21/2023 == Tardy - Late Arrival

This step of discipline does not include any absences that are currently pending consideration for Family Medical Leave Act (FMLA) or Short Term Disability benefits (STD). If such absences are subsequently denied FMLA protection or STD benefits, they will be included in your attendance record and appropriate disciplinary action, if any, will be taken in accordance with the departmental attendance guidelines.

You are expected to be at work and on time as scheduled including when scheduled for OT, Holidays, and regularly scheduled hours. Additionally, you are expected to be on time for the beginning of your shift, as well as returning from breaks and lunches as well as completing your scheduled shift. If you have an unexpected absence, you must contact your manager or use the established procedure(s) per your departmental attendance guidelines.

1. When you require time away from work for appointments or other activities, request use of any accrued paid time off, for example, EWP, Designated Holiday, Floating Holiday, or Vacation days, or request a schedule trade day (shift swap) or exchange time.
2. The Employee Assistance Program is a valuable benefit provided to you by AT&T Mobility. It is designed to help employees and their eligible family members deal with personal problems before they affect their health, family, or job performance. By calling the EAP, you have direct access to licensed professionals who can assist you. The 24-hour hotline number is 1-866-263-9253.

3. AT&T provides reasonable accommodations to qualified employees with disabilities when medical restrictions preclude them from performing an essential function of their job, unless the accommodation poses an undue business hardship for AT&T. To request a job accommodation, visit the AT&T OneStop Job Accommodation Portal. Pathway: HR OneStop > Attendance > Job Accommodations (JA)

URL: <https://hronestop.web.att.com/group/hr-onestop/jobaccommodations>

In order to meet these objectives/expectations, you must take the following steps:

- Review the Attendance Policy. - Due by Nov 22, 2022
- Utilize your resources through exchange time, earned time off and shift trades. Discuss with your manager about the request and approval process. - Due by Nov 22, 2022

We will continue to review your attendance and if occurrences are at or above threshold for discipline as outlined in the attendance guidelines, and you have no additional occurrences and/or policy violations during this time, you will no longer be in an active discipline status. Your discipline will remain active according to the occurrence schedule in the Attendance Guidelines. You can see changes to your occurrences through myWorkLife and/or Shift app. If you fail to improve or incur future absences at or above thresholds, discipline up to and including termination will result.

Employee: MARCUS J CARTER (mc925j)**Activation Date:** 2022-11-06**Track:** Attendance**Subtrack:** Attendance**Step:** Written Warning

You have not demonstrated the necessary actions/behaviors related to attendance. Therefore, I am placing you on a Written Warning step of discipline effective the date of this letter.

Detail == Listed below are the dates where attendance hours were accrued as of 11/05/2022:

07/02/2022 == 8 hours == Expires 01/02/2023 == MUN - Misc Absence Unpd NOT excl

09/11/2022 == 2 hours == Expires 03/11/2023 == Tardy - Late Arrival

09/18/2022 == 2 hours == Expires 03/18/2023 == Tardy - Late Arrival

09/19/2022 == 8 hours == Expires 03/19/2023 == CONTRACTUAL-ILLNESS-FULL-DAY-UNPAID

10/21/2022 == 3 hours == Expires 04/21/2023 == CONTRACTUAL-ILLNESS-PARTIAL-DAY-UNPAID

10/24/2022 == 2 hours == Expires 04/24/2023 == CONTRACTUAL-ILLNESS-PARTIAL-DAY-UNPAID

10/28/2022 == 2 hours == Expires 04/28/2023 == CONTRACTUAL-ILLNESS-PARTIAL-DAY-UNPAID

11/02/2022 == 4 hours == Expires 05/02/2023 == CONTRACTUAL-ILLNESS-PARTIAL-DAY-UNPAID

This step of discipline does not include any absences that are currently pending consideration for Family Medical Leave Act (FMLA) or Short Term Disability benefits (STD). If such absences are subsequently denied FMLA protection or STD benefits, they will be included in your attendance record and appropriate disciplinary action, if any, will be taken in accordance with the departmental attendance guidelines.

You are expected to be at work and on time as scheduled including when scheduled for OT, Holidays, and regularly scheduled hours. Additionally, you are expected to be on time for the beginning of your shift, as well as returning from breaks and lunches as well as completing your scheduled shift. If you have an unexpected absence, you must contact your manager or use the established procedure(s) per your departmental attendance guidelines.

1. When you require time away from work for appointments or other activities, request use of any accrued

paid time off, for example, EWP, Designated Holiday, Floating Holiday, or Vacation days, or request a schedule trade day (shift swap) or exchange time.

2. The Employee Assistance Program is a valuable benefit provided to you by AT&T Mobility. It is designed to help employees and their eligible family members deal with personal problems before they affect their health, family, or job performance. By calling the EAP, you have direct access to licensed professionals who can assist you. The 24-hour hotline number is 1-866-263-9253.

3. AT&T provides reasonable accommodations to qualified employees with disabilities when medical restrictions preclude them from performing an essential function of their job, unless the accommodation poses an undue business hardship for AT&T. To request a job accommodation, visit the AT&T OneStop Job Accommodation Portal. Pathway: HR OneStop > Attendance > Job Accommodations (JA)

URL: <https://hronestop.web.att.com/group/hr-onestop/jobaccommodations>

In order to meet these objectives/expectations, you must take the following steps:

- Review the Attendance Policy. - Due by
- Utilize your resources through exchange time, earned time off and shift trades. Discuss with your manager about the request and approval process. - Due by

We will continue to review your attendance and if occurrences are at or above threshold for discipline as outlined in the attendance guidelines, and you have no additional occurrences and/or policy violations during this time, you will no longer be in an active discipline status. Your discipline will remain active according to the occurrence schedule in the Attendance Guidelines. You can see changes to your occurrences through myWorkLife and/or Shift app. If you fail to improve or incur future absences at or above thresholds, discipline up to and including termination will result.

Completion Date	Learner Name	Course Type Name	Course Type Abbreviation	Course Type Number	Course (Session) Number	Completion Status	Score
01/21/2022	ANTONIO GOODWIN	AT&T Refunds for Mobile Purchases	REF302	62432607	#	Satisfactory	
01/21/2022	ANTONIO GOODWIN	2021 Sales Integrity - RSC	SI21_ATTR	70001516	#	Satisfactory	
01/21/2022	ANTONIO GOODWIN	Sim LVL1 OPUS Port Number Existing Acct	SIM1OPUSR1	62414407	#	Satisfactory	
01/21/2022	ANTONIO GOODWIN	Sim LVL1 OPUS New Activation	SIM1OPUSR8	62427159	#	Satisfactory	
01/21/2022	ANTONIO GOODWIN	Sim LVL1 OPUS Process a Trade-In repub	SIM1OPUSRA6	70007183	#	Satisfactory	
01/21/2022	ANTONIO GOODWIN	RSC101_WirelessCYK_v1	RSC101WC1	62442217	#	Satisfactory	80.000
01/21/2022	ANTONIO GOODWIN	RSC101_WirelessCYK_v1	RSC101WC1	62442217	#	Unsatisfactory	67.000
01/21/2022	ANTONIO GOODWIN	YAM 2021 Q4 Serve Customers First Retail	YAM2021Q4RET	70009068	#	Satisfactory	
01/20/2022	ANTONIO GOODWIN	Buy Online, Pickup in Store - ATTR/AR	BOPIATTRAR	70008720	#	Satisfactory	
01/20/2022	ANTONIO GOODWIN	Wireless Billing Explained	WIRLSBILL	62423510	#	Satisfactory	
01/20/2022	ANTONIO GOODWIN	AT&T Installment Plans Simplified	NEXTUP	62364374	#	Satisfactory	
01/20/2022	ANTONIO GOODWIN	Device Protection New Hire Training	PROT_ADV	62394672	#	Satisfactory	
01/19/2022	ANTONIO GOODWIN	Mandatory Disclosures at Point-of-Sale	POSDISC	62198790	#	Satisfactory	100.000
01/19/2022	ANTONIO GOODWIN	Unlimited Your Way	UYW	62439371	#	Satisfactory	100.000
01/19/2022	ANTONIO GOODWIN	5G Is Here	5GISHERE	62446207	#	Satisfactory	
01/18/2022	ANTONIO GOODWIN	Preventing Harassment Training	1_WPH	70009717	#	Satisfactory	
01/18/2022	ANTONIO GOODWIN	Sexual Harassment Training	2_WPH	70009712	#	Satisfactory	
01/18/2022	ANTONIO GOODWIN	Diversity Training	3_WPH	70009715	#	Satisfactory	
01/18/2022	ANTONIO GOODWIN	Respecting Others Training	4_WPH	70009716	#	Satisfactory	
01/18/2022	ANTONIO GOODWIN	CPNI Consumer	CPNIFCON	62447869	#	Satisfactory	
01/18/2022	ANTONIO GOODWIN	Fraud Awareness and Prevention	FRAUDAP_2	62413288	#	Satisfactory	
01/18/2022	ANTONIO GOODWIN	PCI-DSS	PCIDSS	61157303	#	Satisfactory	
01/18/2022	ANTONIO GOODWIN	Your Online Store Acknowledgement v1	YOSATTRN1	70008906	#	Satisfactory	
01/17/2022	ANTONIO GOODWIN	AT&T Code of Business Conduct 2022	COBC22	70009547	#	Satisfactory	
01/17/2022	ANTONIO GOODWIN	2021 COVID-19 Safety Acknowledgment-ATTR	21CVDACKATTR	70001076	#	Satisfactory	
01/17/2022	ANTONIO GOODWIN	Frontline Onboarding (Non-Management)	FTLN_OBRDG	62399939	#	Satisfactory	
01/17/2022	ANTONIO GOODWIN	MyTime for Hourly Employees_v8	MYT302	61494898	#	Satisfactory	
01/17/2022	ANTONIO GOODWIN	COU Acknowledgement Guidelines	RET134	61004813	#	Satisfactory	
01/17/2022	ANTONIO GOODWIN	Social Engineering Tactics	SOCENGT	70000960	#	Satisfactory	

HR.LSO.8252.001 Training History

Completion Date	
Completion Status	
Course (Session) Number	
Course Object Type	
Course Type Name	
Learner Name	
Key Figures	

Completion Date	Learner Name	Course Type Name	Course Type Abbreviation	Course Type Number	Course (Session) Number	Completion Status	Training Hours
07/14/2022	ANTONIO GOODWIN	FirstNet Foundations: FirstNet Lingo	FNF002	70010830	#	Satisfactory	0.160
07/14/2022	ANTONIO GOODWIN	FirstNet Foundations: Eligibility	FNF003	70010831	#	Satisfactory	0.160
07/14/2022	ANTONIO GOODWIN	FirstNet Foundations: Activate & Migrate	FNF004	70010832	#	Satisfactory	0.160
07/14/2022	ANTONIO GOODWIN	FirstNet Foundations: Devices	FNF005	70010833	#	Satisfactory	0.160
07/14/2022	ANTONIO GOODWIN	FirstNet Foundations: Customer Education	FNF006	70010834	#	Satisfactory	0.160
07/13/2022	ANTONIO GOODWIN	Infor Retail Overview	INFORRETAILO	70011424	#	Satisfactory	0.500
06/27/2022	ANTONIO GOODWIN	Activating Postpaid ACK	ACTPOSTACK	70012664	#	Satisfactory	0.030
05/19/2022	ANTONIO GOODWIN	Making a Difference	CLS22S1C1	70010303	#	Satisfactory	0.050
05/19/2022	ANTONIO GOODWIN	Customer Experience, Simplified	CLS22S1C2	70010304	#	Satisfactory	0.070
05/19/2022	ANTONIO GOODWIN	Kick Start Your Next Move	CLS22S1C3	70010305	#	Satisfactory	0.070
05/19/2022	ANTONIO GOODWIN	Box Cutter Safety Acknowledgement	PRD528	61512593	#	Satisfactory	0.250
05/19/2022	ANTONIO GOODWIN	Pixel Stand (2nd Gen)	PS2GEN1	70009286	#	Satisfactory	0.060
05/19/2022	ANTONIO GOODWIN	2022 Sales Integrity - RSC	SI22_ATTR	70012162	#	Satisfactory	0.280
05/19/2022	ANTONIO GOODWIN	Make a Conexion v2	MAKECONEXIO2	70012320	#	Satisfactory	0.500
05/05/2022	ANTONIO GOODWIN	Pixel 6 Pro - Security and Safety	P6PSS1	70009285	#	Satisfactory	0.030
05/05/2022	ANTONIO GOODWIN	EH&S Office & Retail Overview	OFRET_OVR	62386088	#	Satisfactory	0.750
05/05/2022	ANTONIO GOODWIN	Your Actions Matter Q1 2022 Retail	YAM2022Q1RET	70011115	#	Satisfactory	0.340
05/05/2022	ANTONIO GOODWIN	Your Actions Matter Q2 2022 for Retail	YAM2022Q2RET	70012108	#	Satisfactory	0.340
04/30/2022	ANTONIO GOODWIN	Affordable Connectivity Program	ACP101	70011580	#	Satisfactory	0.280
04/30/2022	ANTONIO GOODWIN	AT&T Business Univ: Associate	ATTBUASSOCLR	70001531	#	Satisfactory	2.090

Completion Date	Learner Name	Course Type Name	Course Type Abbreviation	Course Type Number	Course (Session) Number	Completion Status	Training Hours
04/30/2022	ANTONIO GOODWIN	Get Started Selling Business Solutions	GSSBUSSOL	62405652	#	Satisfactory	0.150
04/30/2022	ANTONIO GOODWIN	Pixel 6 Pro - Meet the latest Generation	P6P1GEN1	70009278	#	Satisfactory	0.100
04/30/2022	ANTONIO GOODWIN	Pixel 6 Pro - Meet the Customers	P6PCUS1	70009284	#	Satisfactory	0.030
04/30/2022	ANTONIO GOODWIN	Pixel 6 Pro - Google Tensor	P6PGT1	70009279	#	Satisfactory	0.020
04/30/2022	ANTONIO GOODWIN	Pixel 6 Pro - Hardware 3D Model	P6PH3D1	70009280	#	Satisfactory	0.040
04/30/2022	ANTONIO GOODWIN	Pixel 6 Pro - Photography	P6PP1	70009283	#	Satisfactory	0.010
04/30/2022	ANTONIO GOODWIN	Pixel 6 Pro- Reimagined Pixel Experience	P6PRPE1	70009282	#	Satisfactory	0.030
04/30/2022	ANTONIO GOODWIN	Positioning AT&T's Business Internet	PABIV1	70011516	#	Satisfactory	0.320
04/30/2022	ANTONIO GOODWIN	Pixel Stand (2nd Gen)	PS2GEN1	70009286	#	Satisfactory	0.070
03/21/2022	ANTONIO GOODWIN	AT&T Customer Connect Lead Management	CCLM_FL	70011316	#	Satisfactory	0.260
03/18/2022	ANTONIO GOODWIN	AT&T Business Univ: Masters	ATTBUMSTRSR	70001533	#	Satisfactory	0.390
03/18/2022	ANTONIO GOODWIN	ETTC NTT S6	ETTC6NTT	70009876	#	Satisfactory	0.010
03/18/2022	ANTONIO GOODWIN	Ponder Ack. - What Right Looks Like	PONDERACK	70009588	#	Satisfactory	0.020
03/14/2022	ANTONIO GOODWIN	Cell Booster & Cell Booster Pro_R	CBCBPRO_R	70009100	#	Satisfactory	0.050
03/14/2022	ANTONIO GOODWIN	ATT Emergency Preparedness Training 2022	EMPREP2022	70009987	#	Satisfactory	0.500
03/13/2022	ANTONIO GOODWIN	AT&T Business Univ: Bachelor	ATTBUBACHLR1	70001532	#	Satisfactory	0.410
03/13/2022	ANTONIO GOODWIN	AT&T Business Univ: Masters	ATTBUMSTRSR	70001533	#	Satisfactory	0.250
03/11/2022	ANTONIO GOODWIN	FirstNet Migration Main	1_NEWQUSV5	70007694	#	Satisfactory	0.050
03/11/2022	ANTONIO GOODWIN	FirstNet Activation, New	1_TK31F11I	70007693	#	Satisfactory	0.070
02/18/2022	ANTONIO GOODWIN	AT&T Device Protection Plan Enhancements	ATTDPE	70010224	#	Satisfactory	0.220
02/18/2022	ANTONIO GOODWIN	Positioning AT&T's Great Voice Plans	PAGTP0	70011156	#	Satisfactory	0.500
02/01/2022	ANTONIO GOODWIN	RSC101_VirtualLeaderTUVS_v1	RSC101VLS1	62441835	80028792	Satisfactory	96.000
01/28/2022	ANTONIO GOODWIN	PCI DSS	PCIDSS_WBT	70009950	#	Satisfactory	0.300
01/28/2022	ANTONIO GOODWIN	RSC101_VirtualLeaderTUVV_v2	RSC101VLC2	70007279	#	Satisfactory	48.000
01/27/2022	ANTONIO GOODWIN	2022 Retail Comp Plan Ack	2022ATTRACK	70009994	#	Satisfactory	0.010
01/27/2022	ANTONIO GOODWIN	Customer Satisfaction & Accessories	CSA	62439252	#	Satisfactory	0.020
01/27/2022	ANTONIO GOODWIN	Q2 Accessory Training	Q2AT	62421508	#	Satisfactory	0.070
01/27/2022	ANTONIO GOODWIN	Retail Scheduling for Employees	RETSCHEDEMP	62417791	#	Satisfactory	0.630
01/27/2022	ANTONIO GOODWIN	Retail Scheduling for Employees	RETSCHEDEMP	62417791	#	Unsatisfactory	0.590
01/27/2022	ANTONIO GOODWIN	Using the Schedule Selection Tool	SCHEDSEL	70007888	#	Satisfactory	0.030

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Completion Date	
Completion Status	
Course (Session) Number	
Course Object Type	
Course Type Name	
Learner Name	
Key Figures	

Completion Date	Learner Name	Course Type Name	Course Type Abbreviation	Course Type Number	Course (Session) Number	Completion Status	Score
07/14/2022	ANTONIO GOODWIN	FirstNet Foundations: FirstNet Lingo	FNF002	70010830	#	Satisfactory	
07/14/2022	ANTONIO GOODWIN	FirstNet Foundations: Eligibility	FNF003	70010831	#	Satisfactory	
07/14/2022	ANTONIO GOODWIN	FirstNet Foundations: Activate & Migrate	FNF004	70010832	#	Satisfactory	
07/14/2022	ANTONIO GOODWIN	FirstNet Foundations: Devices	FNF005	70010833	#	Satisfactory	
07/14/2022	ANTONIO GOODWIN	FirstNet Foundations: Customer Education	FNF006	70010834	#	Satisfactory	
07/13/2022	ANTONIO GOODWIN	Infor Retail Overview	INFORRETAILO	70011424	#	Satisfactory	
06/27/2022	ANTONIO GOODWIN	Activating Postpaid ACK	ACTPOSTACK	70012664	#	Satisfactory	
05/19/2022	ANTONIO GOODWIN	Making a Difference	CLS22S1C1	70010303	#	Satisfactory	
05/19/2022	ANTONIO GOODWIN	Customer Experience, Simplified	CLS22S1C2	70010304	#	Satisfactory	
05/19/2022	ANTONIO GOODWIN	Kick Start Your Next Move	CLS22S1C3	70010305	#	Satisfactory	
05/19/2022	ANTONIO GOODWIN	Box Cutter Safety Acknowledgement	PRD528	61512593	#	Satisfactory	
05/19/2022	ANTONIO GOODWIN	Pixel Stand (2nd Gen)	PS2GEN1	70009286	#	Satisfactory	
05/19/2022	ANTONIO GOODWIN	2022 Sales Integrity - RSC	SI22_ATTR	70012162	#	Satisfactory	
05/19/2022	ANTONIO GOODWIN	Make a Conexion v2	MAKECONEXIO2	70012320	#	Satisfactory	
05/05/2022	ANTONIO GOODWIN	Pixel 6 Pro - Security and Safety	P6PSS1	70009285	#	Satisfactory	
05/05/2022	ANTONIO GOODWIN	EH&S Office & Retail Overview	OFRET_OVR	62386088	#	Satisfactory	
05/05/2022	ANTONIO GOODWIN	Your Actions Matter Q1 2022 Retail	YAM2022Q1RET	70011115	#	Satisfactory	
05/05/2022	ANTONIO GOODWIN	Your Actions Matter Q2 2022 for Retail	YAM2022Q2RET	70012108	#	Satisfactory	
04/30/2022	ANTONIO GOODWIN	Affordable Connectivity Program	ACP101	70011580	#	Satisfactory	
04/30/2022	ANTONIO GOODWIN	AT&T Business Univ: Associate	ATTBUASSOCLR	70001531	#	Satisfactory	

Completion Date	Learner Name	Course Type Name	Course Type Abbreviation	Course Type Number	Course (Session) Number	Completion Status	Score
04/30/2022	ANTONIO GOODWIN	Get Started Selling Business Solutions	GSSBUSOL	62405652	#	Satisfactory	
04/30/2022	ANTONIO GOODWIN	Pixel 6 Pro - Meet the latest Generation	P6P1GEN1	70009278	#	Satisfactory	
04/30/2022	ANTONIO GOODWIN	Pixel 6 Pro - Meet the Customers	P6PCUS1	70009284	#	Satisfactory	
04/30/2022	ANTONIO GOODWIN	Pixel 6 Pro - Google Tensor	P6PGT1	70009279	#	Satisfactory	
04/30/2022	ANTONIO GOODWIN	Pixel 6 Pro - Hardware 3D Model	P6PH3D1	70009280	#	Satisfactory	
04/30/2022	ANTONIO GOODWIN	Pixel 6 Pro - Photography	P6PP1	70009283	#	Satisfactory	
04/30/2022	ANTONIO GOODWIN	Pixel 6 Pro- Reimagined Pixel Experience	P6PRPE1	70009282	#	Satisfactory	
04/30/2022	ANTONIO GOODWIN	Positioning AT&T's Business Internet	PABIV1	70011516	#	Satisfactory	
04/30/2022	ANTONIO GOODWIN	Pixel Stand (2nd Gen)	PS2GEN1	70009286	#	Satisfactory	
03/21/2022	ANTONIO GOODWIN	AT&T Customer Connect Lead Management	CCLM_FL	70011316	#	Satisfactory	
03/18/2022	ANTONIO GOODWIN	AT&T Business Univ: Masters	ATBUMSTRSR	70001533	#	Satisfactory	
03/18/2022	ANTONIO GOODWIN	ETTC NTT S6	ETTC6NTT	70009876	#	Satisfactory	
03/18/2022	ANTONIO GOODWIN	Ponder Ack. - What Right Looks Like	PONDERACK	70009588	#	Satisfactory	
03/14/2022	ANTONIO GOODWIN	Cell Booster & Cell Booster Pro_R	CBCBPRO_R	70009100	#	Satisfactory	
03/14/2022	ANTONIO GOODWIN	ATT Emergency Preparedness Training 2022	EMPREP2022	70009987	#	Satisfactory	
03/13/2022	ANTONIO GOODWIN	AT&T Business Univ: Bachelor	ATBUBACHLR1	70001532	#	Satisfactory	
03/13/2022	ANTONIO GOODWIN	AT&T Business Univ: Masters	ATBUMSTRSR	70001533	#	Satisfactory	
03/11/2022	ANTONIO GOODWIN	FirstNet Migration Main	1_NEWOUSV5	70007694	#	Satisfactory	
03/11/2022	ANTONIO GOODWIN	FirstNet Activation, New	1_TK31F11I	70007693	#	Satisfactory	
02/18/2022	ANTONIO GOODWIN	AT&T Device Protection Plan Enhancements	ATTDPE	70010224	#	Satisfactory	
02/18/2022	ANTONIO GOODWIN	Positioning AT&T's Great Voice Plans	PAGTP0	70011156	#	Satisfactory	
02/01/2022	ANTONIO GOODWIN	RSC101_VirtualLeaderTUVS_v1	RSC101VLS1	62441835	80028792	Satisfactory	
01/28/2022	ANTONIO GOODWIN	PCI DSS	PCIDSS_WBT	70009950	#	Satisfactory	
01/28/2022	ANTONIO GOODWIN	RSC101_VirtualLeaderTUVV_v2	RSC101VLC2	70007279	#	Satisfactory	
01/27/2022	ANTONIO GOODWIN	2022 Retail Comp Plan Ack	2022ATTRACK	70009994	#	Satisfactory	100.000
01/27/2022	ANTONIO GOODWIN	Customer Satisfaction & Accessories	CSA	62439252	#	Satisfactory	100.000
01/27/2022	ANTONIO GOODWIN	Q2 Accessory Training	Q2AT	62421508	#	Satisfactory	100.000
01/27/2022	ANTONIO GOODWIN	Retail Scheduling for Employees	RETSCHEDEMP	62417791	#	Satisfactory	90.000
01/27/2022	ANTONIO GOODWIN	Retail Scheduling for Employees	RETSCHEDEMP	62417791	#	Unsatisfactory	60.000
01/27/2022	ANTONIO GOODWIN	Using the Schedule Selection Tool	SCHEDSEL	70007888	#	Satisfactory	80.000

Completion Date	Learner Name	Course Type Name	Course Type Abbreviation	Course Type Number	Course (Session) Number	Completion Status	Score
01/27/2022	ANTONIO GOODWIN	Sim LVL1 OPUS Mobile Returns	SIM1OPUSR12	70000277	#	Satisfactory	
01/27/2022	ANTONIO GOODWIN	Sim LVL1 Add Accessories on Installment	SIM1OPUSR18	70000285	#	Satisfactory	
01/27/2022	ANTONIO GOODWIN	Your24	YOUR24-ATTR	62435297	#	Satisfactory	80.000
01/27/2022	ANTONIO GOODWIN	AT&T Advantages	1_QVSMUJA	70009802	#	Satisfactory	
01/26/2022	ANTONIO GOODWIN	Sim LVL1 OPUS Mobile Exchanges	SIM1OPUSR13	70000283	#	Satisfactory	
01/26/2022	ANTONIO GOODWIN	RSC101_VideoCYK_1	RSC101VC1	62442219	#	Satisfactory	81.000
01/26/2022	ANTONIO GOODWIN	RSC101_VideoCYK_1	RSC101VC1	62442219	#	Unsatisfactory	75.000
01/25/2022	ANTONIO GOODWIN	DIRECTV Basics - Overview (Residential)	DTVBASICS1A	62371753	#	Satisfactory	
01/25/2022	ANTONIO GOODWIN	DIRECTV Basics - Equipment and Features	DTVBASICS2A	62377820	#	Satisfactory	
01/25/2022	ANTONIO GOODWIN	DIRECTV Basics - Programming	DTVBASICS3A	62378071	#	Satisfactory	
01/25/2022	ANTONIO GOODWIN	DIRECTV PRD/SRV DISCLOSURE & CONSENT	DTVPRD	62416538	#	Satisfactory	
01/25/2022	ANTONIO GOODWIN	DIRECTV STREAM Credit Check	DTVSTMCRDCK	62428883	#	Satisfactory	
01/25/2022	ANTONIO GOODWIN	DIRECTV STREAM for Sales & Distribution	DTVSTRMSALES	70008563	#	Satisfactory	
01/25/2022	ANTONIO GOODWIN	Making HBO Max Seamless	HBOMAXSEAM	62434898	#	Satisfactory	
01/25/2022	ANTONIO GOODWIN	Retail HBO Max	RETHBOMAX	62422193	#	Satisfactory	100.000
01/25/2022	ANTONIO GOODWIN	Retail HBO Max: A Deeper Dive	RETHBOMXDEEP	62437807	#	Satisfactory	
01/25/2022	ANTONIO GOODWIN	Sim LVL1 New DTV STREAM and New Internet	SIM1OPUS20B	62434504	#	Satisfactory	
01/25/2022	ANTONIO GOODWIN	Sim LVL1 Ordering HBO Max in OPUS Mobile	SIM1OPUSR7	62427150	#	Satisfactory	
01/25/2022	ANTONIO GOODWIN	RSC101_VideoCYK_1	RSC101VC1	62442219	#	Unsatisfactory	38.000
01/24/2022	ANTONIO GOODWIN	AT&T Internet Solutions	ATTIS	62414404	#	Satisfactory	
01/24/2022	ANTONIO GOODWIN	AT&T Fiber Internet	FIBERINTR	62196258	#	Satisfactory	
01/24/2022	ANTONIO GOODWIN	Sim LVL2 OPUS Port Number Existing Acct	SIM2OPUSR1	62414408	#	Satisfactory	
01/24/2022	ANTONIO GOODWIN	Sim LVL2 OPUS New Activation	SIM2OPUSR8	62427161	#	Satisfactory	
01/24/2022	ANTONIO GOODWIN	Sim LVL2 OPUS Process a Trade-In repub	SIM2OPUSRA6	70007184	#	Satisfactory	
01/24/2022	ANTONIO GOODWIN	RSC101_InternetCYK_1	RSC101IC1	62442218	#	Satisfactory	86.000
01/24/2022	ANTONIO GOODWIN	RSC101_InternetCYK_1	RSC101IC1	62442218	#	Unsatisfactory	79.000
01/21/2022	ANTONIO GOODWIN	Do the Right Thing - Unauthorized Retail	DRTUNAUTHRZR	62230510	#	Satisfactory	100.000
01/21/2022	ANTONIO GOODWIN	AT&T PREPAID Device Protection Options	PREPAIDDPO	70008157	#	Satisfactory	83.000
01/21/2022	ANTONIO GOODWIN	AT&T PREPAID Device Protection Options	PREPAIDDPO	70008157	#	Unsatisfactory	67.000
01/21/2022	ANTONIO GOODWIN	AT&T PREPAID Limited Lines Ack	PREPDLLACK	62326291	#	Satisfactory	100.000

Completion Date	Learner Name	Course Type Name	Course Type Abbreviation	Course Type Number	Course (Session) Number	Completion Status	Training Hours
01/27/2022	ANTONIO GOODWIN	Sim LVL1 OPUS Mobile Returns	SIM1OPUSR12	70000277	#	Satisfactory	0.130
01/27/2022	ANTONIO GOODWIN	Sim LVL1 Add Accessories on Installment	SIM1OPUSR18	70000285	#	Satisfactory	0.200
01/27/2022	ANTONIO GOODWIN	Your24	YOUR24-ATTR	62435297	#	Satisfactory	0.090
01/27/2022	ANTONIO GOODWIN	AT&T Advantages	1_QVSMUJA	70009802	#	Satisfactory	
01/26/2022	ANTONIO GOODWIN	Sim LVL1 OPUS Mobile Exchanges	SIM1OPUSR13	70000283	#	Satisfactory	0.120
01/26/2022	ANTONIO GOODWIN	RSC101_VideoCYK_1	RSC101VC1	62442219	#	Satisfactory	0.150
01/26/2022	ANTONIO GOODWIN	RSC101_VideoCYK_1	RSC101VC1	62442219	#	Unsatisfactory	0.150
01/25/2022	ANTONIO GOODWIN	DIRECTV Basics - Overview (Residential)	DTVBASICS1A	62371753	#	Satisfactory	0.080
01/25/2022	ANTONIO GOODWIN	DIRECTV Basics - Equipment and Features	DTVBASICS2A	62377820	#	Satisfactory	0.590
01/25/2022	ANTONIO GOODWIN	DIRECTV Basics - Programming	DTVBASICS3A	62378071	#	Satisfactory	0.510
01/25/2022	ANTONIO GOODWIN	DIRECTV PRD/SRV DISCLOSURE & CONSENT	DTVPRD	62416538	#	Satisfactory	0.120
01/25/2022	ANTONIO GOODWIN	DIRECTV STREAM Credit Check	DTVSTMCRDCK	62428883	#	Satisfactory	0.160
01/25/2022	ANTONIO GOODWIN	DIRECTV STREAM for Sales & Distribution	DTVSTRMSALES	70008563	#	Satisfactory	0.810
01/25/2022	ANTONIO GOODWIN	Making HBO Max Seamless	HBOMAXSEAM	62434898	#	Satisfactory	0.100
01/25/2022	ANTONIO GOODWIN	Retail HBO Max	RETHBOMAX	62422193	#	Satisfactory	0.040
01/25/2022	ANTONIO GOODWIN	Retail HBO Max: A Deeper Dive	RETHBOMXDEEP	62437807	#	Satisfactory	0.080
01/25/2022	ANTONIO GOODWIN	Sim LVL1 New DTV STREAM and New Internet	SIM1OPUS20B	62434504	#	Satisfactory	0.070
01/25/2022	ANTONIO GOODWIN	Sim LVL1 Ordering HBO Max in OPUS Mobile	SIM1OPUSR7	62427150	#	Satisfactory	0.100
01/25/2022	ANTONIO GOODWIN	RSC101_VideoCYK_1	RSC101VC1	62442219	#	Unsatisfactory	0.150
01/24/2022	ANTONIO GOODWIN	AT&T Internet Solutions	ATTIS	62414404	#	Satisfactory	0.310
01/24/2022	ANTONIO GOODWIN	AT&T Fiber Internet	FIBERINTR	62196258	#	Satisfactory	0.050
01/24/2022	ANTONIO GOODWIN	Sim LVL2 OPUS Port Number Existing Acct	SIM2OPUSR1	62414408	#	Satisfactory	0.270
01/24/2022	ANTONIO GOODWIN	Sim LVL2 OPUS New Activation	SIM2OPUSR8	62427161	#	Satisfactory	0.460
01/24/2022	ANTONIO GOODWIN	Sim LVL2 OPUS Process a Trade-In repub	SIM2OPUSRA6	70007184	#	Satisfactory	0.260
01/24/2022	ANTONIO GOODWIN	RSC101_InternetCYK_1	RSC101IC1	62442218	#	Satisfactory	0.150
01/24/2022	ANTONIO GOODWIN	RSC101_InternetCYK_1	RSC101IC1	62442218	#	Unsatisfactory	0.150
01/21/2022	ANTONIO GOODWIN	Do the Right Thing - Unauthorized Retail	DRTUNAUTHZR	62230510	#	Satisfactory	0.190
01/21/2022	ANTONIO GOODWIN	AT&T PREPAID Device Protection Options	PREPAIDPO	70008157	#	Satisfactory	0.150
01/21/2022	ANTONIO GOODWIN	AT&T PREPAID Device Protection Options	PREPAIDPO	70008157	#	Unsatisfactory	0.100
01/21/2022	ANTONIO GOODWIN	AT&T PREPAID Limited Lines Ack	PREPDLLACK	62326291	#	Satisfactory	0.020

Completion Date	Learner Name	Course Type Name	Course Type Abbreviation	Course Type Number	Course (Session) Number	Completion Status	Training Hours
01/21/2022	ANTONIO GOODWIN	AT&T Refunds for Mobile Purchases	REF302	62432607	#	Satisfactory	0.070
01/21/2022	ANTONIO GOODWIN	2021 Sales Integrity - RSC	SI21_ATTR	70001516	#	Satisfactory	0.080
01/21/2022	ANTONIO GOODWIN	Sim LVL1 OPUS Port Number Existing Acct	SIM1OPUSR1	62414407	#	Satisfactory	0.230
01/21/2022	ANTONIO GOODWIN	Sim LVL1 OPUS New Activation	SIM1OPUSR8	62427159	#	Satisfactory	0.470
01/21/2022	ANTONIO GOODWIN	Sim LVL1 OPUS Process a Trade-In repub	SIM1OPUSRA6	70007183	#	Satisfactory	0.320
01/21/2022	ANTONIO GOODWIN	RSC101_WirelessCYK_v1	RSC101WC1	62442217	#	Satisfactory	0.250
01/21/2022	ANTONIO GOODWIN	RSC101_WirelessCYK_v1	RSC101WC1	62442217	#	Unsatisfactory	0.250
01/21/2022	ANTONIO GOODWIN	YAM 2021 Q4 Serve Customers First Retail	YAM2021Q4RET	70009068	#	Satisfactory	0.340
01/20/2022	ANTONIO GOODWIN	Buy Online, Pickup in Store - ATTR/AR	BOPIATTRAR	70008720	#	Satisfactory	0.880
01/20/2022	ANTONIO GOODWIN	Wireless Billing Explained	WIRLSBILL	62423510	#	Satisfactory	0.120
01/20/2022	ANTONIO GOODWIN	AT&T Installment Plans Simplified	NEXTUP	62364374	#	Satisfactory	
01/20/2022	ANTONIO GOODWIN	Device Protection New Hire Training	PROT_ADV	62394672	#	Satisfactory	
01/19/2022	ANTONIO GOODWIN	Mandatory Disclosures at Point-of-Sale	POSDISC	62198790	#	Satisfactory	0.200
01/19/2022	ANTONIO GOODWIN	Unlimited Your Way	UYW	62439371	#	Satisfactory	0.280
01/19/2022	ANTONIO GOODWIN	5G Is Here	5GISHERE	62446207	#	Satisfactory	0.300
01/18/2022	ANTONIO GOODWIN	Preventing Harassment Training	1_WPH	70009717	#	Satisfactory	0.670
01/18/2022	ANTONIO GOODWIN	Sexual Harassment Training	2_WPH	70009712	#	Satisfactory	0.700
01/18/2022	ANTONIO GOODWIN	Diversity Training	3_WPH	70009715	#	Satisfactory	0.910
01/18/2022	ANTONIO GOODWIN	Respecting Others Training	4_WPH	70009716	#	Satisfactory	0.570
01/18/2022	ANTONIO GOODWIN	CPNI Consumer	CPNIFCON	62447869	#	Satisfactory	1.030
01/18/2022	ANTONIO GOODWIN	Fraud Awareness and Prevention	FRAUDAP_2	62413288	#	Satisfactory	0.420
01/18/2022	ANTONIO GOODWIN	PCI-DSS	PCIDSS	61157303	#	Satisfactory	0.010
01/18/2022	ANTONIO GOODWIN	Your Online Store Acknowledgement v1	YOSATTRN1	70008906	#	Satisfactory	0.100
01/17/2022	ANTONIO GOODWIN	AT&T Code of Business Conduct 2022	COBC22	70009547	#	Satisfactory	0.300
01/17/2022	ANTONIO GOODWIN	2021 COVID-19 Safety Acknowledgment-ATTR	21CVDACKATTR	70001076	#	Satisfactory	0.630
01/17/2022	ANTONIO GOODWIN	Frontline Onboarding (Non-Management)	FTLN_OBRDG	62399939	#	Satisfactory	0.480
01/17/2022	ANTONIO GOODWIN	MyTime for Hourly Employees_v8	MYT302	61494898	#	Satisfactory	0.710
01/17/2022	ANTONIO GOODWIN	COU Acknowledgement Guidelines	RET134	61004813	#	Satisfactory	0.250
01/17/2022	ANTONIO GOODWIN	Social Engineering Tactics	SOCENGT	70000960	#	Satisfactory	1.000