

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

BELLSOUTH TELECOMMUNICATIONS, INC.
DIRECT TESTIMONY OF D. DAONNE CALDWELL
BEFORE THE FLORIDA PUBLIC SERVICE COMMISSION
DOCKET NO. 990149-TP
APRIL 1, 1999

Q. PLEASE STATE YOUR NAME, ADDRESS AND OCCUPATION.

A. My name is D. Daonne Caldwell. My business address is 675 W. Peachtree St., N.E., Atlanta, Georgia. I am a Director in the Finance Department of BellSouth Telecommunications, Inc. (hereinafter referred to as "BellSouth" or "the Company"). My area of responsibility relates to economic costs.

Q. PLEASE PROVIDE A BRIEF DESCRIPTION OF YOUR EDUCATIONAL BACKGROUND AND WORK EXPERIENCE.

A. I attended the University of Mississippi, graduating with a Master of Science Degree in mathematics. I have attended numerous Bell Communications Research, Inc. (Bellcore) courses and outside seminars relating to service cost studies and economic principles.

My initial employment was with South Central Bell in 1976 in the Tupelo, Mississippi, Engineering Department where I was responsible for Outside Plant Planning. In 1983, I transferred to BellSouth Services, Inc. in Birmingham, Alabama, and was responsible for the Centralized Results System Database. I

1 moved to the Pricing and Economics Department in 1984 where I developed
2 methodology for service cost studies until 1986 when I accepted a rotational
3 assignment with Bellcore. While at Bellcore, I was responsible for development
4 and instruction of the Service Cost Studies Curriculum including courses such as
5 “Concepts of Service Cost Studies”, “Network Service Costs”, “Nonrecurring
6 Costs”, and “Cost Studies for New Technologies”. In 1990, I returned to
7 BellSouth and was appointed to a position in the cost organization, which is now a
8 part of the Finance Department, with the responsibility of managing the
9 development of cost studies for transport facilities, both loop and interoffice. My
10 current responsibilities encompass witnessing in cost-related dockets, cost
11 methodology development, and the coordination of cost study filings.

12

13 **Q. WHAT IS THE PURPOSE OF YOUR TESTIMONY?**

14

15 A. MediaOne Florida Telecommunications, Inc. (MediaOne) requested access to
16 network terminating wire (NTW) in their Petition for Arbitration filed February 9,
17 1999. The purpose of my testimony is to present the cost study results for NTW.
18 Additionally, I describe the underlying cost methodology used in this study. The
19 study is filed both in paper form and on a CD-ROM, with this testimony as Exhibit
20 DDC-1. Included in Exhibit DDC-1 are an executive overview, a summary of
21 results, element descriptions, factor development, TELRIC Calculator© input and
22 outputs, and investment development work papers.

23

24 **Q. WHAT COST METHODOLOGY IS USED IN THE COST STUDY?**

25

1 A. The cost study is based on the cost study methodology accepted by this
2 Commission in Order No. PSC-98-0604-FOF-TP in Docket Nos. 960757-TP,
3 960833-TP and 960846-TP dated April 29, 1998. This Order established rates for
4 numerous network capabilities, ranging from 2-Wire Analog Loop Distribution to
5 Physical Collocation. On page 12 of the Order, the Commission ordered rates that
6 "cover BellSouth's Total System (Service) Long-run Incremental Costs (TSLRIC)
7 and provide some contribution toward joint and common costs."¹

8
9

10 ¹ The Florida Public Service Commission initially set the foundation
11 for cost methodology in its December 31, 1996 Order PSC-96-1579-FOF-
12 TP. This Order established Total Service Long Run Incremental Cost
13 (TSLRIC) as the appropriate methodology for determining the costs
14 associated with network capabilities. However, this Order also
15 states that the Commission does not "believe there is a substantial
16 difference between the TSLRIC cost of a network element and the
17 TELRIC cost of a network element." (Page 24) In fact, this Order
18 further allows the consideration of joint and common costs in setting
19 rates. (Page 33) By the definitions outlined in Order PSC-96-1579-
20 FOF-TP, the combination of TSLRIC plus shared (joint) and common
21 costs equates to the Federal Communication Commission's (FCC)
22 definition of economic costs (TELRIC plus a reasonable allocation of
23 forward-looking joint and common costs). BellSouth's cost study
24 filed in this docket develops TSLRIC plus shared and common costs.
25

1 **Q. PLEASE PROVIDE SOME BACKGROUND TO ORDER NUMBER PSC-**
2 **98-0604-FOF-TP.**

3

4 A. On November 13,1997, BellSouth filed cost studies to support prices for network
5 capabilities for which this Commission had previously established interim rates.
6 The studies were filed electronically with complete documentation. With these
7 studies, BellSouth introduced a new cost model, the TELRIC Calculator©. The
8 TELRIC Calculator© converts material prices and labor work times to cost. The
9 Commission accepted the TELRIC Calculator© as a viable model to determine the
10 TSLRIC plus shared and common costs associated with network capabilities.
11 However, the Commission did make adjustments to the inputs filed by BellSouth.

12

13 **Q. ARE THE ADJUSTMENTS TO BELLSOUTH'S INPUTS ORDERED BY**
14 **THE COMMISSION IN ORDER NO. PSC-98-0604-FOF-TP**
15 **INCORPORATED IN THE COST STUDY RESULTS FILED IN EXHIBIT**
16 **DDC-1?**

17

18 A. Yes. Even though BellSouth does not necessarily agree with the input
19 adjustments, the relevant modifications to the cost elements in this proceeding, are
20 included. The cost studies in Exhibit DDC-1 include the Commission-ordered cost
21 of money, tax factors, and shared and common factors. Exhibit DDC-1 follows the
22 intent of each Commission adjustment. However, where appropriate, the input has
23 been updated to reflect the study period, 1998-2000.

24

25 Cost of Capital – On page 29 of the Order, the Commission states that

1 "BellSouth's overall cost of capital is 9.9%. This number falls out from the capital
2 structure of 60% equity and 40% debt, a forward-looking cost of debt of 6.7% and
3 a cost of equity of 12%". The 9.9% overall cost of capital was utilized in this
4 filing.

5
6 Taxes – The Order stated that Florida-specific tax factors are to be applied when
7 they are available.² This filing included the following Florida-specific tax factors: a
8 combined state and federal income tax factor of 38.57%, a gross receipts factor of
9 1.37%, and an ad valorem factor of .85%. These values reflect an update to the
10 1998-2000 time frame.

11
12 Shared and Common Costs – The Commission established the wholesale common
13 cost factor as 5.12%³ and recalculated the shared cost factors, Table VII. These
14 values were based on a reduction in the network operating expenses as discussed
15 on pages 59-60 of the Order. Additionally, the Commission felt it appropriate to
16 exclude the shared component from the labor rate. The values determined by the
17 Commission are reflected in this filing, both in the factors and in the labor rates.
18 In the study, BellSouth used the version of BellSouth's Shared and Common
19 model that the Florida Staff adjusted in Order No. PSC-98-0604-FOF-TP.

20
21 The Commission also made adjustments to depreciation lives, drop lengths, fill
22 factors, and disconnect costs. However, these items aren't involved in developing

23

24 ² Order at page 44.

25 ³ Order at page 45.

1 the costs of network terminating wire.

2

3 Additionally, Order No.PSC-98-0604-FOF-TP instructed BellSouth to recalculate
4 the work time estimates used to determine the nonrecurring costs associated with
5 provisioning the network capabilities. Since the elements presented in this filing
6 are new items, the time estimates considered in BellSouth's study reflect BellSouth
7 expert estimates. This order also removed all Local Carrier Service Center
8 (LCSC) costs associated with order processing. Thus, BellSouth's NTW study
9 does not include the cost associated with the LCSC.

10

11 It is important to remember that even though the Commission made a number of
12 input modifications; they accepted the TELRIC Calculator© as an appropriate
13 means of determining BellSouth's costs associated with making an investment and
14 with provisioning a network capability.

15

16 **Q. PLEASE SUMMARIZE YOUR TESTIMONY.**

17

18 A. The cost study filed in this proceeding determines the total service long run
19 incremental costs plus shared and common costs specific to Florida for network
20 terminating wire. The costs were developed using the basic study methodology
21 and approved input values previously authorized by this Commission.

22

23 **Q. DOES THIS CONCLUDE YOUR TESTIMONY?**

24

25 A. Yes.

**FLORIDA DOCKET NO 990149-TP
TABLE OF CONTENTS**

SECTION 1 EXECUTIVE SUMMARY

STATEMENT OF PURPOSE
OVERVIEW
SUMMARY OF RESULTS

SECTION 2 STUDY METHODOLOGY

TOTAL SERVICE LONG RUN INCREMENTAL COST (TSLRIC)
RECURRING COSTS
NONRECURRING COSTS

**SECTION 3 DESCRIPTION OF MODELS AND PRICE
CALCULATORS**

1. TELRIC CALCULATOR©
2. SHARED AND COMMON COST MODEL

SECTION 4 INPUTS - LOADINGS AND FACTORS

GROSS RECEIPTS TAX FACTOR
LABOR RATES
SHARED AND COMMON COST FACTORS

SECTION 5 SERVICE COST STUDY

INTRODUCTION
LIST OF COST ELEMENTS
NARRATIVE
ELEMENT DESCRIPTION
STUDY TECHNIQUE
SPECIFIC STUDY ASSUMPTIONS
TELRIC CALCULATOR© OUTPUTS
WORKPAPERS
STUDY INPUTS
TELRIC CALCULATOR© INPUTS
STUDY WORKPAPERS

**FLORIDA DOCKET NO 990149-TP
TABLE OF CONTENTS**

APPENDIX A

GROSS RECEIPTS TAX FACTOR
LABOR RATES

APPENDIX B

Electronic copies of filing, models, spreadsheets and instructions
(Proprietary and Nonproprietary)

**FLORIDA DOCKET NO 990149-TP
SECTION 1
STUDY METHODOLOGY**

STATEMENT OF PURPOSE

On February 9, 1999, MediaOne Florida Telecommunications, Inc. filed a Petition for Arbitration with the Florida Public Service Commission (FPSC). BellSouth Telecommunications, Inc. (hereinafter referred to as BellSouth or the Company) is filing in this document a Total Service Long Run Incremental Cost (TSLRIC) study, including shared and common costs, which complies with orders and regulations set forth by the FPSC.

OVERVIEW

BellSouth's TSLRIC plus shared and common study complies with the FPSC's requirements for determining the costs of Unbundled Network Elements (UNEs).

REQUIREMENTS OF THE FLORIDA PUBLIC SERVICE COMMISSION'S RULES

The Florida Public Service Commission stated on page 25 of Order No. PSC-96-1579-FOF-TP that:

We find TSLRIC should be defined as the costs to the firm, both volume sensitive and volume insensitive, that will be avoided by discontinuing, or incurred by offering, an entire product or service, holding all other products or services offered by the firm constant.

The Commission further stated on page 33 that:

Upon consideration of the evidence in the record and based on the Act, we find it appropriate to set permanent rates based on BellSouth's TSLRIC cost studies. The rates are for the unbundled network elements we consider to be technically feasible. The rates cover BellSouth's TSLRIC cost and provide some contribution toward joint and common costs.

BellSouth TELRIC Calculator
Unbundled Network Cost Elements Summary Report
Florida
TSLRIC Plus Shared and Common

3/15/99

		<u>Recurring</u>	<u>Non Recurring</u>	<u>First</u>	<u>Non-Recurring</u>	
<u>Cost Element</u>					<u>Additional</u>	<u>Initial</u> <u>Subsequent</u>
A.0	UNBUNDLED LOCAL LOOP					
A.15	UNBUNDLED NETWORK TERMINATING WIRE (NTW)					
A.15.1	Unbundled Network Terminating Wire (NTW) - Recurring	\$0.6011				
A.15.2	NTW Site Visit - Survey, per MDU/MTU Complex		\$171.16			
A.15.3	NTW Site Visit - Setup, per terminal			\$75.28	\$48.37	
A.15.4	NTW Access Terminal Provisioning including first 25 pair panel, per terminal			\$101.09	\$100.25	
A.15.5	NTW Existing Access Terminal Provisioning, second 25 pair panel, per terminal			\$29.75	\$28.90	
A.15.6	NTW Pair Provisioning, per pair			\$4.48	\$3.64	
A.15.7	NTW Service Visit, Per Request, per MDU/MTU Complex		\$40.47			

AT

FLORIDA DOCKET NO 990149-TP
SECTION 2
STUDY METHODOLOGY

TOTAL SERVICE LONG RUN INCREMENTAL COST (TSLRIC)

The basis for TSLRIC studies is a forward-looking incremental cost methodology. This Long Run Incremental Cost (LRIC) methodology incorporates forward-looking technology placement and deployment guidelines in order to represent the costs incurred by an efficient firm to produce a level of output. Only costs which are directly caused by the particular item being studied are included in a LRIC analysis. Volume sensitive and volume insensitive costs, the combination of which are typically called Total Service Long Run Incremental Costs (TSLRIC), are identified to develop the direct costs caused by providing the particular service being studied.

There are two generic types of costs which have been studied: recurring and nonrecurring.

RECURRING COSTS

The monthly costs resulting from capital investments deployed to provision network elements are called recurring costs. Recurring costs include capital and operating costs. Capital costs include depreciation, cost of money and income tax. Operating costs include the expenses for maintenance, ad valorem and other taxes and represent ongoing costs associated with upkeep of the initial capital investment. Gross receipts tax (which includes municipal license taxes and PSC fees) is added.

The first step in developing recurring TSLRIC studies is to determine the forward-looking network architectures that, when deployed, represent the most efficient way to provision the network element. Material prices for the cables and associated equipment are gathered. Next, account specific Telephone Plant Indices are applied, when necessary, to trend material prices to the base study period. Because telecommunications equipment and plant placements are typically "lumpy", utilization factors are applied to the material prices in order to represent BellSouth's forward looking actual utilization of the plant. When multiple vendors are used, it is necessary to determine the average material price for a typical element by Uniform System of Accounts - Field Reporting Code (USOA-FRC), i.e., the plant account. Inflation Factors, by plant account code, are then applied to the material prices to trend the base year material price to levelized amounts that are valid for a three year planning period. In order to convert the material prices to installed investments, account specific inplant loadings are applied to material prices. The inplant loadings include engineering and installation labor (both BellSouth and vendor), exempt material and sales taxes.

FLORIDA DOCKET NO 990149-TP
SECTION 2
STUDY METHODOLOGY

Supporting equipment and power loadings are added, as appropriate to specific investment accounts. Next, supporting structure investments for land, building, poles and conduit are developed. These supporting structure investments are identified by their relationship to the respective item of plant being supported. For example, the pole investment is developed by applying a pole loading against the aerial cable investment.

1998 - 2000 level TSLRIC Annual Cost Factors are used to calculate the direct cost of capital, plant specific expenses and taxes. Account specific factors for each USOA-FRC are applied to investments by account code, yielding an annual cost per account code. Account specific shared cost factors and the common cost allocation factor are applied to produce forward-looking TSLRIC plus shared and common costs. The gross receipts tax factor is also applied.

The generic steps for developing recurring cost can be summarized as shown below. The unique technical characteristics and physical makeup of each service cost element must be taken into consideration.

Step 1: Determine the forward looking network designs (architectures) which will be used in deployment of the network element.

Step 2: Determine current material prices for the items of plant used in each design. Material prices are obtained from BellSouth contracts with various vendors.

Step 3: Apply material Telephone Plant Indices (TPIs) as appropriate to determine the base year material prices. Material TPIs estimate the changes in material prices over time.

Step 4: Adjust the material prices for utilization to account for spare capacity using a reasonable projection of actual total usage.

Step 5: Weight the material prices, as appropriate, to determine the average material price for a typical element by USOA-FRC, i.e., plant account.

Step 6: Apply material inflation factors, referred to as levelization factors, to the material prices to convert the utilized base year material prices to material prices representative of a three year planning period.

Step 7: Apply inplant loadings to the levelized material prices to convert the material prices to an installed investment, which includes the cost of material, engineering labor and installation labor.

FLORIDA DOCKET NO 990149-TP
SECTION 2
STUDY METHODOLOGY

Step 8: Apply support loadings to the investments to determine investments for support equipment and power, land, buildings, poles and conduit as appropriate.

Step 9: Convert the investments by FRC to annual costs by applying account specific TSLRIC annual cost factors to the various investments. The annual cost factors calculate the capital costs (depreciation, cost of money, and income tax) and operating expenses (plant specific expense, ad valorem taxes, and other taxes). Add the annual costs for the various FRCs. Next divide by 12 to determine the direct monthly cost.

Step 10: Apply the shared cost (account specific) factors. Then apply the gross receipts tax factor.

Step 11: Apply the common cost allocation factor to determine the TSLRIC plus shared and common costs.

NONRECURRING COSTS

Nonrecurring costs are one-time expenses associated with provisioning, installing and disconnecting an unbundled network element. The specific elements studied for this filing are the provisioning and disconnecting of an unbundled network element. Service order activity expenses are not included in the nonrecurring costs included in this filing. Examples of the work activities in each of these categories are as follows:

- Engineering - Assign cable and pair; design circuit; order plug-in;
perform translations in the switch
- Connect and Test - Install circuit; test circuit; disconnect
- Technician Travel Time - Travel to the customer's premises

The first step in developing nonrecurring costs is to determine the cost elements associated with the unbundled network element. These cost elements are then described by the individual activities required to provision the cost element. Individuals identify which activities are applicable. Subject matter experts identify the amount of time required to perform the task and also determine the probability that the activity will occur. Provisioning costs are developed by multiplying the work time for each work function by the labor rate for the work group performing the function.

Utilizing work functions, work times, and labor rates, disconnect costs are calculated in the same manner as the installation costs.

FLORIDA DOCKET NO 990149-TP
SECTION 2
STUDY METHODOLOGY

The generic steps for developing nonrecurring costs are summarized in the following steps:

- Step 1: Determine the cost elements to be developed.
- Step 2: Define the work functions.
- Step 3: Establish work flows.
- Step 4: Determine work times for each work function.
- Step 5: Develop labor costs for each work function (labor rate x work time).
- Step 6: Accumulate work function costs to determine the total nonrecurring costs for each cost element. Add gross receipts tax. The result is TSLRIC.
- Step 7. Apply the Common Cost Allocation factor to determine the TSLRIC plus common costs.

The TELRIC Calculator© is a model developed by BellSouth to produce long run incremental cost studies. The model was designed to accept variable inputs that are applied according to a user controlled matrix and can produce TSLRIC studies as well as TELRIC studies. The TELRIC Calculator© was used to produce the study included in this filing.

FLORIDA DOCKET NO 990149-TP
SECTION 3
DESCRIPTION OF MODELS AND PRICE CALCULATORS

1. TELRIC Calculator©

The TELRIC Calculator© consists of three Microsoft Excel templates. The templates consist of twenty-one sheets each, eight for receiving input data and thirteen for calculations. All templates perform calculations in exactly the same manner and differ only in the number of decimal places displayed. It should be noted that no rounding is done in any of the sheets. The TELRIC Calculator©, developed to produce TELRIC studies, can also be used to produce TSLRIC studies.

The TELRIC Calculator© User Interface takes information from the default data sources or from the user modified sources and inputs them into the appropriate template depending on the cost element selected. Investments are entered by Field Reporting Code (FRC), Sub Field Reporting Code (Sub-FRC), and cost element number into the sheet called "Investments". The sub-FRC is used by the TELRIC Calculator© to determine the appropriate application of factors and loadings, which are applied based on a matrix contained in the sheet called "Factor Matrix". Factors and loadings are placed by FRC on the sheet labeled "Factors". Recurring and nonrecurring work times are placed by function and Job Function Code (JFC) or Payband into the sheets labeled "Recurring Labor" and "Nonrecurring Labor", respectively. Other recurring and nonrecurring expenses are entered by description into the sheet called "Additives". Lastly, direct labor rates are placed by JFC or Payband into the sheet called "Labor Rates".

The inputs then flow automatically through the "calculator" portions of the template. These sheets are labeled TELRIC Recurring Summary, INVEST-VS, INVEST-VI, LBPC-VS, LBPC-VI, FRCTELRIC-VS, FRCTELRIC-VI, RECEXP, TELRIC NRC Summary A, NR-NR, TELRIC NRC Summary B, NR-1A, and NR-IS. The function and detail of these sheets are outlined in the following narrative.

TELRIC Calculator© Recurring Worksheets

Investment Development (Excluding Land, Building, Pole, & Conduit)

Investment development begins in the worksheets INVEST-VS and INVEST-VI, where volume sensitive and volume insensitive investments by FRC and sub-FRC flow from the input sheets. The inflation factors, inplant loadings and supporting equipment and/or power loadings are applied, if applicable. As stated previously, the application of these factors/loadings is driven by a matrix contained within the template. If the factor/loading is not applicable to the FRC and sub-FRC, the investment is multiplied by the default value of one. All

FLORIDA DOCKET NO 990149-TP
SECTION 3
DESCRIPTION OF MODELS AND PRICE CALCULATORS

calculations are detailed above each cell. These investments flow to the Land, Building, Pole, & Conduit Development sheet and to the Recurring Cost Development sheet.

Land, Building, Pole, & Conduit Investment Development

Investments from the Investment Development sheets flow into the sheets LBPC-VS and LBPC-VI. These worksheets apply land, building, pole, and conduit loadings to the investments. Land, building, pole, and conduit investments carried from the Investment Development sheets are multiplied by a factor of one. If one or all of these factors do not apply to an FRC, excluding land, building, pole, and conduit FRCs, the factor defaults to zero. The results are then summed and totaled at the top of the sheet and flow to the next sheet. All calculations are detailed above each cell.

Recurring Cost Development

The investments from the Investment Development and the Land, Building, Pole, and Conduit Investment Development sheets are summed to the FRC level and flow into the sheets called FRCTELRIC-VS and FRCTELRIC-VI. These sheets apply depreciation, cost of money (COM), income tax, plant specific, and ad valorem tax factors to the investments. If a factor does not apply, the default is zero. These results are then summed to produce direct cost. All calculations are detailed above each cell. The shared cost factor is applied to the investments to produce shared cost and then added to direct cost to produce TSLRIC plus shared cost. If the input investments are annual investments, these resulting costs are divided by twelve to produce monthly costs and the results then flow to the summary sheet.

Recurring Labor Expense Development

Recurring labor work times flow to the worksheet called RECEXP. The times are associated with a work function and a JFC or Payband. The associated direct labor rates, determined by the JFC or Payband, are applied to the work times to produce direct expenses. These expenses flow to the summary sheet. All calculations are detailed above each cell.

Recurring Cost Development

Recurring direct costs from sheets FRCTELRIC-VS and FRCTELRIC-VI, recurring direct expenses from sheet RECEXP, and other expenses from the input sheet "Additives" flow to the sheet called TSLRIC Recurring Summary. All costs and expenses are summed to a total cost. This cost is then multiplied by Gross Receipts Tax and Common Cost factors to obtain the volume sensitive and volume insensitive recurring costs. These two costs are summed to produce TSLRIC plus shared and common costs.

FLORIDA DOCKET NO 990149-TP
SECTION 3
DESCRIPTION OF MODELS AND PRICE CALCULATORS

All, some, or none of the previously described recurring cost development sheets will be included with a cost element, depending on their applicability.

TELRIC Calculator© Nonrecurring Worksheets

Nonrecurring Cost Development

Installation and disconnect work times by work function and JFC or Payband flow from the input sheet "Nonrecurring Labor" to the three nonrecurring cost development sheets called NR-NR, NR-1A, and NR-IS. The three sheets exist to accommodate different types of nonrecurring charge structures. The sheet NR-NR develops cost for a single nonrecurring charge, the sheet NR-1A develops cost for charges which are first and additional, and the sheet NR-IS develops cost for charges which are initial and subsequent. Only one of these three sheets is populated with actual work times for a cost element; the other sheets receive work time values of zero. The cost development methodology is the same for all three sheets.

The TELRIC Calculator© User Interface calculates the disconnect factor and places this factor into the "Factors" input sheet which causes it to flow to the three nonrecurring cost development sheets. Disconnect factors are used to develop the present value of a labor cost that will take place in the future. The interface develops this factor by first locating the factor associated with the study midpoint date in the working database. The end-point date is then determined by adding the cost element life, in months, to the midpoint date. The factor associated with this date is then divided by the midpoint factor. If there is no cost element life indicated (i.e., value equals zero), the disconnect factor is one. Since disconnects costs will be collected when the element is disconnected, the the cost element life will be shown as zero in this filing.

To develop the direct cost, the appropriate direct labor rate for the JFC or Payband is applied to the installation and disconnect work times for each function to produce the install cost and the disconnect cost. The costs then flow to the appropriate summary sheet. All calculations are detailed above each cell.

FLORIDA DOCKET NO 990149-TP
SECTION 3
DESCRIPTION OF MODELS AND PRICE CALCULATORS

Nonrecurring Cost Development

Nonrecurring direct costs from sheets NR-NR, NR-1A, NR-IS, and other expenses from the input sheet "Additives" flow to the sheets called "TELRIC NRC Summary A" and "TELRIC NRC Summary B". The first sheet summarizes a single nonrecurring cost; the second sheet summarizes first and additional costs or initial and subsequent costs. Costs and expenses are summed to a total cost. This cost is then multiplied by Gross Receipts Tax and Common Cost factors to produce the Nonrecurring TSLRIC plus shared and common costs.

Depending on the structure of the nonrecurring cost, only two of the cost development sheets will be included with a cost element. The sheets NR-NR and TELRIC NRC Summary A will be included with the single cost structure. The sheets NR-1A and TELRIC NRC Summary B will be included with the first and additional cost structure. The sheets NR-IS and TELRIC NRC Summary B will be included with the initial and subsequent cost structure. The previously described nonrecurring cost development sheets will not be included with a cost element for which nonrecurring costs are not applicable.

2. Shared and Common Cost Model

The Shared and Common Cost Model used in this filing, is the version developed by the Florida Public Service Commission Staff and used by the Commission as the basis for the Shared and Common Allocation factors established in Order No. PSC-98-0604-FOF-TP. It includes all adjustments considered necessary by the Commission.

**FLORIDA DOCKET NO 990149-TP
SECTION 4
INPUTS - LOADINGS AND FACTORS**

GROSS RECEIPTS TAX FACTOR

Some states and municipalities tax the revenues that a company receives from services provided within the state/municipality. The taxes may be designed to fund such things as PSC fees, franchise taxes, license taxes, or other similar items, but because the taxes are levied on the basis of revenues, they are commonly referred to as a gross receipts tax. Unlike some taxes that are billed to the customer and flowed through to the taxing authority, a gross receipts tax is a cost of doing business to BellSouth.

The BellSouth Tax Department provides the effective tax rate at which BellSouth is charged by the taxing authority and that rate is "grossed up" to reflect the following formula:

$$\frac{\text{GROSS RECEIPTS TAX RATE}}{(1 - \text{GROSS RECEIPTS TAX RATE})}$$

A summary of the gross receipts tax factor used in this study is included in Appendix A.

LABOR RATES

Labor rates for specific work groups are developed annually based on extracts of previous year's data from the Financial Processor. This extract collects labor expense and hours and a PC application processes the information to produce labor rates. During processing, the actual costs for a given work group are accumulated by expenditure type (e.g., direct labor productive, premium, other employee, etc.). These actual costs are divided by the actual hours (classified productive hours for plant and engineering work groups and total productive hours for cost groups) reported by work group to determine the basic rates. A factor from the BellSouth Region TPIs is applied to inflate these rates to the study period 1998 - 2000.

LABOR RATE COMPONENTS:

The following are various cost components that make up labor rates:

DIRECT SALARIES AND WAGES

1. **Direct Labor - Productive (EXPENDITURE TYPE CODE (EXTC) KP1**
Identifies the cost of the actual straight time wages paid to occupational work reporting employees during the month for regularly scheduled time and

FLORIDA DOCKET NO 990149-TP
SECTION 4
INPUTS - LOADINGS AND FACTORS

overtime spent performing productive work. Also includes the costs of salaries paid to management employees when performing productive work. Classified and unclassified productive hours are used as the basis for Direct Labor Costs.

2. Direct Labor - Premium (EXTC KP2)
Identifies the cost of the actual wages paid to occupational work reporting employees during the month for premium hours.

3. Direct Labor - Other Employee (EXTC KP3)
Identifies the cost of the actual wages and salaries paid to occupational work reporting employees during the month for allowances and special differentials, merit awards, wage adjustments, team incentive awards, pay in lieu of vacation, etc.

4. Direct Labor - Annualized Holidays, Vacations and Excused Days (EXTC KP5)
Identifies the cost of a monthly prorata share of payments to be made over the year to occupational work reporting employees for accrued costs of holidays, vacations, and excused days.

5. Direct Administration (EXTC KP6)
Identifies the costs of salaries paid during the month to the first level of supervision responsible for supervising occupational work reporting employees, and salaries and wages paid to employees and immediate supervisors who perform basic office services for occupational work reporting employees. Also included are the wages paid to occupational work reporting employees loaned to perform supervisory or clerical functions.

6. Plant Other Work Equipment - Salaries and Wages (EXTC CQR)
Identifies the salary and wage portion of the costs associated with other work equipment used by Facilities and Network Services employees (4XX0-9).

7. Plant Motor Vehicle - Salary and Wage Distribution (EXTC CQM)
Identifies the salary and wage portion of the plant motor vehicle expenses for construction, removal or plant specific operations expense accounts based on the classified productive hours of the labor groups using the motor vehicles.

**FLORIDA DOCKET NO 990149-TP
SECTION 4
INPUTS - LOADINGS AND FACTORS**

OTHER DIRECT

1. Direct Labor - Other Costs (EXTC KP4)
Identifies the costs incurred during the month for office, traveling and other costs of Facilities and Network Services employees whose wage and salary costs are direct labor or direct administration.
2. Direct Other Costs - Bellcore Billing (EXTC KP8)
Identifies the costs incurred during the month for Bellcore billing costs of Facilities and Network Services employees whose wage and salary costs are direct labor or direct administration.
3. Plant Other Work Equipment - Benefits (EXTC CQS)
Identifies the benefit costs associated with other work equipment used by Facilities and Network Services employees (4XX0-9).
4. Plant Other Work Equipment - Rents (EXTC CQK)
Identifies the rent costs associated with other work equipment used by Facilities and Network Services employees (4XX0-9).
5. Plant Other Work Equipment - Other Expenses (EXTC CQL)
Identifies the other expense costs associated with other work equipment used by Facilities and Network Services employees (4XX0-9).
6. Plant Motor Vehicle - Benefit Distribution (EXTC CQN)
Identifies the benefit portion of the plant motor vehicle expenses for construction, removal or plant specific operations expense accounts based on the classified productive hours of the labor groups using the motor vehicles.
7. Plant Motor Vehicle - Rent Distribution (EXTC CQP)
Identifies the rent portion of the plant motor vehicle expenses for construction, removal or plant specific operation expense accounts based on the classified productive hours of the labor groups using the motor vehicle.
8. Plant Motor Vehicle - Other Costs Distribution (EXTC CQQ)
Identifies the other cost portion of the plant motor vehicle expenses for construction, removal or plant specific operations expense accounts based on the classified productive hours of the labor groups using the motor vehicle.

**FLORIDA DOCKET NO 990149-TP
SECTION 4
INPUTS - LOADINGS AND FACTORS**

9. Benefits (EXTC KPL)

Identifies the costs of the payroll related benefits and taxes for active Facilities and Network Services employees. These costs include pension accruals; company matching portion of savings plan; dental, medical, and group insurance plan reimbursements; and company portion of social security and unemployment payroll taxes.

TOTAL PRODUCTIVE HOURS

1. Classified Productive Hours

Hours of work reporting employees which are reported to final accounting classifications.

2. Unclassified Productive Hours

The working hours of plant work reporters devoted to activities of such a general nature as to not be assignable to specific accounting classifications. Unclassified activities include: attending conferences or meetings (including travel time) which are general in nature; attending first aid classes or safety meetings; paid time spent on union activities; paid time spent on quality of work life activities; time spent in a classroom (including travel time) for general or job specific training; and other unclassified activities such as attending assessment centers. This time will be work reported to special purpose function codes (SPFCs).

Labor Rate worksheets are included in Appendix A.

SHARED AND COMMON COST ALLOCATION FACTORS

The Shared and Common Cost Model used in this filing, is the version developed by the Florida Public Service Commission Staff and used by the Commission as the basis for the Shared and Common Allocation factors established in Order No. PSC-98-0604-FOF-TP. It includes all adjustments considered necessary by the Commission.

FLORIDA DOCKET NO 990149-TP
SECTION 5
UNBUNDLED NETWORK ELEMENT (UNE) STUDIES

INTRODUCTION

This section contains a description of cost elements and an overview of the study process for each category of elements studied by BellSouth. Additionally, inputs and workpapers for each individual UNE are provided.

The study included in this filing is based on a three (3) year study period (1998 - 2000). All long run costs associated with providing the service cost elements are identified and included in the TSLRIC study. The forward-looking cost of money is 9.9%.

The following spreadsheet contains a listing of the unbundled network cost elements provided in this filing package. Each cost element is represented by a designated cost element number that is referenced throughout the studies.

Following this spreadsheet is a narrative describing the elements, study technique, and specific study assumptions. After the narrative are the TELRIC Calculator© outputs. Following the outputs, Microsoft Excel spreadsheets containing the inputs and workpapers are included.

Florida TELRIC Summary - 03/15/99

		Template			
		Type	Filename	Files Used	Proprietary
A.0	UNBUNDLED LOCAL LOOP				
A.15	<i>UNBUNDLED NETWORK TERMINATING WIRE (NTW)</i>				
A.15.1	Unbundled Network Terminating Wire (NTW) - Recurring	5	Finewele.xls	Finewele.xls	
A.15.2	NTW Site Visit - Survey, per MDU/MTU Complex	5	Finewele.xls	Finewele.xls	
A.15.3	NTW Site Visit - Setup, per terminal	5	Finewele.xls	Finewele.xls	
A.15.4	NTW Access Terminal Provisioning including first 25 pair panel, per terminal	5	Finewele.xls	Finewele.xls	
A.15.5	NTW Existing Access Terminal Provisioning, second 25 pair panel, per terminal	5	Finewele.xls	Finewele.xls	
A.15.6	NTW Pair Provisioning, per pair	5	Finewele.xls	Finewele.xls	
A.15.7	NTW Service Visit, Per Request, per MDU/MTU Complex	5	Finewele.xls	Finewele.xls	

**FLORIDA DOCKET NO 990149-TP
SECTION 5
UNBUNDLED NETWORK ELEMENT (UNE) STUDIES**

- A.15 UNBUNDLED NETWORK TERMINATING WIRE (NTW)**
- A.15.1 UNBUNDLED NETWORK TERMINATING WIRE (NTW)-
RECURRING**
- A.15.2 NTW SITE VISIT - SURVEY, PER MDU/MTU COMPLEX**
- A.15.3 NTW SITE VISIT - SETUP, PER TERMINAL**
- A.15.4 NTW ACCESS TERMINAL PROVISIONING INCLUDING
FIRST 25 PAIR PANEL, PER TERMINAL**
- A.15.5 NTW EXISTING ACCESS TERMINAL PROVISIONING
SECOND 25 PAIR PANEL, PER TERMINAL**
- A.15.6 NTW PAIR PROVISIONING, PER PAIR**
- A.15.7 NTW SERVICE VISIT, PER REQUEST, PER MDU/MTU
COMPLEX**

Element Description

The Unbundled Network Terminating Wire (NTW) is a dedicated transmission facility that BellSouth provides from the Wiring Closet/Garden Terminal at the point of termination of BellSouth's loop facilities to the end user premises. This facility will allow an end user to send and receive telecommunications traffic when it is properly connected to the ALEC's required network elements such as a loop distribution; loop feeder facility; Network Interface Device (NID); and either a circuit or packet switch.

These elements will be provided in Multi-Dwelling Units (MDUs) and/or Multi-Tenants Units (MTUs) where BellSouth provides wiring all the way to the end user premises. BellSouth will maintain a minimum of one pair (i.e., the first pair) and will provision additional pairs for the ALEC. If all spare pairs to a particular end user are being utilized and the end user wishes to change service providers, BellSouth will relinquish the pair that it holds in reserve.

In a Wiring Closet scenario, the requested NTW pair(s) will be moved (by a BellSouth technician) from the BellSouth cross-connect panel to a cross-connect panel designed for ALEC access to the NTW (e.g., RJ21X, 66 block, etc.) inside the wiring closet (or similar point of access). Once the spare pairs have been connected to this access point, the ALEC would place a cross-connect from their facilities (which also terminate inside the wiring closet) to the cross-connect panel used for the ALEC access.

In the Garden Terminal (GT) scenario, the ALEC will place its own GT in close proximity to the BellSouth GT. BellSouth will install an access terminal close to

**FLORIDA DOCKET NO 990149-TP
SECTION 5
UNBUNDLED NETWORK ELEMENT (UNE) STUDIES**

the BellSouth GT in which the ALEC requested NTW pairs will be terminated. The ALEC will then provide a tie-cable from its GT to the BellSouth provided access terminal. At this point, a BellSouth technician will terminate the ALEC-provided tie-cable to a cross-connect panel within the access terminal. The BellSouth technician will then cross connect the requested spare NTW pairs to the ALEC's tie-cable.

Study Technique

A Microsoft Excel spreadsheet is used to develop the NTW Recurring cost. This spreadsheet reflects the cost to maintain the facility to which the ALEC has access.

The components of NTW provisioning of a 25-pair access terminal include the following equipment melded by percentage of occurrence and are based on current material prices as seen on the Microsoft Excel spreadsheet:

Garden Terminal includes:

- access terminal housing
- 25-pair cross-connect panel
- 15 feet of amphenal cable

Wiring Closet includes:

- 25-pair cross-connect panel
- 15 feet of amphenal cable

Specific Study Assumptions

The nonrecurring costs associated with the NTW site visit are considered service inquiry activities incurred prior to service provisioning activities and includes site survey and setup activities. These activities involve the work effort of the account team, LCSC, OSPE, AFIG, and an I&M representative dispatched 100% of the time.

The nonrecurring costs associated with provisioning activities include the following activities and assumptions:

- work group assistance for fall-out orders
- work groups to place and mount the access terminal
- work groups to extend, terminate, and tag equipment components
- material associated with the access terminal and amphenal cable

Recurring Cost Summary

Florida

A.15.1 - Unbundled Network Terminating Wire (NTW) - Recurring

3/15/99

	<u>Volume Sensitive</u>			<u>Volume Insensitive</u>		
	<u>Direct Cost</u>	<u>Shared Cost</u>	<u>TELRIC</u>	<u>Direct Cost</u>	<u>Shared Cost</u>	<u>TELRIC</u>
Other Expenses						
Unbundled Network Termination Wire (NTW) -	\$0.5641	\$0.0000	\$0.5641	\$0.0000	\$0.0000	\$0.0000
Total Monthly Cost	<u>\$0.5641</u>	<u>\$0.0000</u>	<u>\$0.5641</u>	<u>\$0.0000</u>	<u>\$0.0000</u>	<u>\$0.0000</u>
Gross Receipts Tax Factor			X 1.0137			X 1.0137
Cost (including Gross Receipts Tax)			<u>\$0.5718</u>			<u>\$0.0000</u>
Common Cost Factor			X 1.0512			X 1.0512
Monthly Economic Cost			<u>\$0.6011</u>			<u>\$0.0000</u>

Total Monthly Economic Cost : \$0.6011

000017

Nonrecurring Cost Summary

Florida

A.15.2 - NTW Site Visit - Survey, per MDU/MTU Complex

3/15/99

Nonrecurring Cost

	Direct Cost	Shared Cost	TELRIC
Nonrecurring Cost Development Sheet Col H	\$160.6262	\$0.0000	\$160.6262
Total Cost	\$160.6262	\$0.0000	\$160.6262
Gross Receipts Tax Factor			X 1.0137
Cost (including Gross Receipts Tax)			\$162.8263
Common Cost Factor			X 1.0512
Nonrecurring Economic Cost			\$171.1630

000018

Nonrecurring Cost Development

Florida

A.15.2 - NTW Site Visit - Survey, per MDU/MTU Complex

3/15/99

	A	B	C	D=AxC	E=BxC	F	G=ExF	H=D+G		
Function	JFC/ Payband	JFC/Payband Description	Installation Worktime	Disconnect Worktime	Direct Labor Rate	Install Cost	Disconnect Cost	Disconnect Discount Factor	Discounted Disconnect Cost	Direct Cost
SERVICE INQUIRY	AEWOC	Acct Executive wo/Sales Comp	0.0833	0.0000	\$59.93	\$4.9942	\$0.0000	1.0000	\$0.0000	\$4.9942
SERVICE INQUIRY	410X	Install & Mtce - Pots	0.5000	0.0000	\$41.00	\$20.5000	\$0.0000	1.0000	\$0.0000	\$20.5000
SERVICE INQUIRY	2300	Customer Point Of Contact - ICSC	0.5000	0.0000	\$44.86	\$22.4300	\$0.0000	1.0000	\$0.0000	\$22.4300
SITE SURVEY	NWPB57	Network Pay Band 57	2.0000	0.0000	\$45.69	\$91.3800	\$0.0000	1.0000	\$0.0000	\$91.3800
TRAVEL	NWPB57	Network Pay Band 57	0.4667	0.0000	\$45.69	\$21.3220	\$0.0000	1.0000	\$0.0000	\$21.3220
									Total	160.6261667

Function	JFC/ Payband	JFC/Payband Description	Installation Worktime	Disconnect Worktime	TELRIC Labor Rate	Install Cost	Disconnect Cost	Disconnect Discount Factor	Discounted Disconnect Cost	TELRIC
SERVICE INQUIRY	AEWOC	Acct Executive wo/Sales Comp	0.0833	0.0000	\$59.93	\$4.9942	\$0.0000	1.0000	\$0.0000	\$4.9942
SERVICE INQUIRY	410X	Install & Mtce - Pots	0.5000	0.0000	\$41.00	\$20.5000	\$0.0000	1.0000	\$0.0000	\$20.5000
SERVICE INQUIRY	2300	Customer Point Of Contact - ICSC	0.5000	0.0000	\$44.86	\$22.4300	\$0.0000	1.0000	\$0.0000	\$22.4300
SITE SURVEY	NWPB57	Network Pay Band 57	2.0000	0.0000	\$45.69	\$91.3800	\$0.0000	1.0000	\$0.0000	\$91.3800
TRAVEL	NWPB57	Network Pay Band 57	0.4667	0.0000	\$45.69	\$21.3220	\$0.0000	1.0000	\$0.0000	\$21.3220
									Total	160.6261667

000019

Nonrecurring Cost Summary

Florida

A.15.3 - NTW Site Visit - Setup, per terminal

3/15/99

Nonrecurring Cost

	<u>First</u>			<u>Additional</u>		
	Direct Cost	Shared Cost	TELRIC	Direct Cost	Shared Cost	TELRIC
Nonrecurring Cost Development Sheet Col H	<u>\$70.6445</u>	<u>\$0.0000</u>	<u>\$70.6445</u>	<u>\$45.3895</u>	<u>\$0.0000</u>	<u>\$45.3895</u>
Total Cost	<u>\$70.6445</u>	<u>\$0.0000</u>	<u>\$70.6445</u>	<u>\$45.3895</u>	<u>\$0.0000</u>	<u>\$45.3895</u>
Gross Receipts Tax Factor			X <u>1.0137</u>			X <u>1.0137</u>
Cost (including Gross Receipts Tax)			<u>\$71.6121</u>			<u>\$46.0112</u>
Common Cost Factor			X <u>1.0512</u>			X <u>1.0512</u>
Nonrecurring Economic Cost			<u>\$75.2787</u>			<u>\$48.3670</u>

000020

Nonrecurring Cost Development

Florida
A.15.3 - NTW Site Visit - Setup, per terminal

3/15/99		A		B		C		D=AxC		E=BxC		F	G=ExF		H=D+G	
Function	JFC/ Payband	JFC/Payband Description	Installation Worktimes		Disconnect Worktimes		Direct Labor Rate	Install Cost		Disconnect Cost		Disconnect Discount Factor	Discounted Disconnect Cost		Direct Cost	
			First	Additional	First	Additional		First	Additional	First	Additional		First	Additional	First	Additional
SERVICE INQUIRY	2300	Customer Point Of Contact - ICSC	0.7500	0.2500	0.0000	0.0000	\$44.86	\$33,645.00	\$11,215.00	\$0.0000	\$0.0000	1.0000	\$0.0000	\$0.0000	\$33,645.00	\$11,215.00
SITE SETUP	NWFB57	Network Pay Band 57	0.3000	0.3000	0.0000	0.0000	\$45.69	\$13,707.00	\$13,707.00	\$0.0000	\$0.0000	1.0000	\$0.0000	\$0.0000	\$13,707.00	\$13,707.00
SITE SETUP	32XX	Outside Plant Eng (FG30)	0.2500	0.2500	0.0000	0.0000	\$47.97	\$11,992.50	\$11,992.50	\$0.0000	\$0.0000	1.0000	\$0.0000	\$0.0000	\$11,992.50	\$11,992.50
SITE SETUP	400X	Address & Facility Inventory (AFIG)	0.3333	0.2500	0.0000	0.0000	\$33.90	\$11,300.00	\$8,475.00	\$0.0000	\$0.0000	1.0000	\$0.0000	\$0.0000	\$11,300.00	\$8,475.00
														Total	70.6445	45.3895

Function	JFC/ Payband	JFC/Payband Description	Installation Worktimes		Disconnect Worktimes		TELRIC Labor Rate	Install Cost		Disconnect Cost		Disconnect Discount Factor	Discounted Disconnect Cost		TELRIC	
			First	Additional	First	Additional		First	Additional	First	Additional		First	Additional	First	Additional
SERVICE INQUIRY	2300	Customer Point Of Contact - ICSC	0.7500	0.2500	0.0000	0.0000	\$44.86	\$33,645.00	\$11,215.00	\$0.0000	\$0.0000	1.0000	\$0.0000	\$0.0000	\$33,645.00	\$11,215.00
SITE SETUP	NWFB57	Network Pay Band 57	0.3000	0.3000	0.0000	0.0000	\$45.69	\$13,707.00	\$13,707.00	\$0.0000	\$0.0000	1.0000	\$0.0000	\$0.0000	\$13,707.00	\$13,707.00
SITE SETUP	32XX	Outside Plant Eng (FG30)	0.2500	0.2500	0.0000	0.0000	\$47.97	\$11,992.50	\$11,992.50	\$0.0000	\$0.0000	1.0000	\$0.0000	\$0.0000	\$11,992.50	\$11,992.50
SITE SETUP	400X	Address & Facility Inventory (AFIG)	0.3333	0.2500	0.0000	0.0000	\$33.90	\$11,300.00	\$8,475.00	\$0.0000	\$0.0000	1.0000	\$0.0000	\$0.0000	\$11,300.00	\$8,475.00
														Total	70.6445	45.3895

000021

Nonrecurring Cost Summary

Florida

A.15.4 - NTW Access Terminal Provisioning including first 25 pair panel, per terminal

3/15/99

Nonrecurring Cost

	<u>First</u>			<u>Additional</u>		
	<u>Direct Cost</u>	<u>Shared Cost</u>	<u>TELRIC</u>	<u>Direct Cost</u>	<u>Shared Cost</u>	<u>TELRIC</u>
Nonrecurring Cost Development Sheet Col H	\$24.7077	\$0.0000	\$24.7077	\$23.9167	\$0.0000	\$23.9167
<u>Other Expenses</u>						
MATERIAL	\$70.1600	\$0.0000	\$70.1600	\$70.1600	\$0.0000	\$70.1600
Total Cost	<u>\$94.8677</u>	<u>\$0.0000</u>	<u>\$94.8677</u>	<u>\$94.0767</u>	<u>\$0.0000</u>	<u>\$94.0767</u>
Gross Receipts Tax Factor			X 1.0137			X 1.0137
Cost (including Gross Receipts Tax)			<u>\$96.1671</u>			<u>\$95.3652</u>
Common Cost Factor			X 1.0512			X 1.0512
Nonrecurring Economic Cost			<u>\$101.0908</u>			<u>\$100.2479</u>

000022

Nonrecurring Cost Development

Florida

A.15.4 - NTW Access Terminal Provisioning including first 25 pair panel, per terminal

3/15/99

Function	JFC/ Payband	JFC/Payband Description	A		B		C	D=AxC		E=BxC		F	G=ExF		H=D+G	
			Installation Worktimes		Disconnect Worktimes		Direct Labor Rate	Install Cost		Disconnect Cost		Disconnect Discount Factor	Discounted Disconnect Cost		Direct Cost	
			First	Additional	First	Additional		First	Additional	First	Additional		First	Additional	First	Additional
ENGINEERING	400X	Address & Facility Inventory (AFIG)	0.0233	0.0000	0.0000	0.0000	\$33.90	\$0.7910	\$0.0000	\$0.0000	\$0.0000	1.0000	\$0.0000	\$0.0000	\$0.7910	\$0.0000
CONNECT & TURN-UP TEST	410X	Install & Mtce - Pots	0.5833	0.5833	0.0000	0.0000	\$41.00	\$23.9167	\$23.9167	\$0.0000	\$0.0000	1.0000	\$0.0000	\$0.0000	\$23.9167	\$23.9167
Total															24.70766667	23.91666667

Function	JFC/ Payband	JFC/Payband Description	Installation Worktimes		Disconnect Worktimes		TELRIC Labor Rate	Install Cost		Disconnect Cost		Disconnect Discount Factor	Discounted Disconnect Cost		TELRIC	
			First	Additional	First	Additional		First	Additional	First	Additional		First	Additional	First	Additional
			ENGINEERING	400X	Address & Facility Inventory (AFIG)	0.0233	0.0000	0.0000	0.0000	\$33.90	\$0.7910	\$0.0000	\$0.0000	\$0.0000	1.0000	\$0.0000
CONNECT & TURN-UP TEST	410X	Install & Mtce - Pots	0.5833	0.5833	0.0000	0.0000	\$41.00	\$23.9167	\$23.9167	\$0.0000	\$0.0000	1.0000	\$0.0000	\$0.0000	\$23.9167	\$23.9167
Total															24.70766667	23.91666667

000023

Nonrecurring Cost Summary

Florida

A.15.5 - NTW Existing Access Terminal Provisioning, second 25 pair panel, per terminal

3/15/99

Nonrecurring Cost

	<u>First</u>			<u>Additional</u>		
	<u>Direct Cost</u>	<u>Shared Cost</u>	<u>TELRIC</u>	<u>Direct Cost</u>	<u>Shared Cost</u>	<u>TELRIC</u>
Nonrecurring Cost Development Sheet Col H	\$7.6243	\$0.0000	\$7.6243	\$6.8333	\$0.0000	\$6.8333
<u>Other Expenses</u>						
MATERIAL	\$20.2900	\$0.0000	\$20.2900	\$20.2900	\$0.0000	\$20.2900
Total Cost	\$27.9143	\$0.0000	\$27.9143	\$27.1233	\$0.0000	\$27.1233
Gross Receipts Tax Factor			X 1.0137			X 1.0137
Cost (including Gross Receipts Tax)			\$28.2967			\$27.4948
Common Cost Factor			X 1.0512			X 1.0512
Nonrecurring Economic Cost			\$29.7455			\$28.9026

000024

Nonrecurring Cost Development

Florida

A.15.5 - NTW Existing Access Terminal Provisioning, second 25 pair panel, per terminal

3/15/99

Function	JFC/ Payband	JFC/Payband Description	A		B		C	D=AxC		E=BxC		F	G=ExF		H=D+G	
			Installation Worktimes		Disconnect Worktimes		Direct Labor Rate	Install Cost		Disconnect Cost		Disconnect Discount Factor	Discounted Disconnect Cost		Direct Cost	
			First	Additional	First	Additional		First	Additional	First	Additional		First	Additional	First	Additional
ENGINEERING	400X	Address & Facility Inventory (AFIG)	0.0233	0.0000	0.0000	0.0000	\$33.90	\$0.7910	\$0.0000	\$0.0000	1.0000	\$0.0000	\$0.0000	\$0.7910	\$0.0000	
CONNECT & TURN-UP TEST	410X	Install & Mtce - Pots	0.1667	0.1667	0.0000	0.0000	\$41.00	\$6.8333	\$6.8333	\$0.0000	\$0.0000	1.0000	\$0.0000	\$0.0000	\$6.8333	\$6.8333
Total													7.624333333	6.833333333		

Function	JFC/ Payband	JFC/Payband Description	Installation Worktimes		Disconnect Worktimes		TELRIC Labor Rate	Install Cost		Disconnect Cost		Disconnect Discount Factor	Discounted Disconnect Cost		TELRIC	
			First	Additional	First	Additional		First	Additional	First	Additional		First	Additional	First	Additional
			ENGINEERING	400X	Address & Facility Inventory (AFIG)	0.0233	0.0000	0.0000	0.0000	\$33.90	\$0.7910	\$0.0000	\$0.0000	1.0000	\$0.0000	\$0.0000
CONNECT & TURN-UP TEST	410X	Install & Mtce - Pots	0.1667	0.1667	0.0000	0.0000	\$41.00	\$6.8333	\$6.8333	\$0.0000	\$0.0000	1.0000	\$0.0000	\$0.0000	\$6.8333	\$6.8333
Total													7.624333333	6.833333333		

000025

Nonrecurring Cost Summary

Florida
A.15.6 - NTW Pair Provisioning, per pair

3/15/99

Nonrecurring Cost

	<u>First</u>			<u>Additional</u>		
	Direct Cost	Shared Cost	TELRIC	Direct Cost	Shared Cost	TELRIC
Nonrecurring Cost Development Sheet Col H	<u>\$4.2077</u>	<u>\$0.0000</u>	<u>\$4.2077</u>	<u>\$3.4167</u>	<u>\$0.0000</u>	<u>\$3.4167</u>
Total Cost	<u>\$4.2077</u>	<u>\$0.0000</u>	<u>\$4.2077</u>	<u>\$3.4167</u>	<u>\$0.0000</u>	<u>\$3.4167</u>
Gross Receipts Tax Factor			X 1.0137			X 1.0137
Cost (including Gross Receipts Tax)			<u>\$4.2653</u>			<u>\$3.4635</u>
Common Cost Factor			X 1.0512			X 1.0512
Nonrecurring Economic Cost			<u>\$4.4837</u>			<u>\$3.6408</u>

000026

Nonrecurring Cost Development

Florida
A.15.6 - NTW Pair Provisioning, per pair

3/15/99

Function	JFC/ Payband	JFC/Payband Description	A		B		C	D=AxC		E=BxC		F	G=ExF		H=D+G	
			Installation Worktimes		Disconnect Worktimes		Direct Labor Rate	Install Cost		Disconnect Cost		Disconnect Discount Factor	Discounted Disconnect Cost		Direct Cost	
			First	Additional	First	Additional		First	Additional	First	Additional		First	Additional	First	Additional
ENGINEERING	400X	Address & Facility Inventory (AFIG)	0.0233	0.0000	0.0000	0.0000	\$33.90	\$0.7910	\$0.0000	\$0.0000	1.0000	\$0.0000	\$0.0000	\$0.7910	\$0.0000	
CONNECT & TURN-UP TEST	410X	Install & Mice - Pots	0.0833	0.0833	0.0000	0.0000	\$41.00	\$3.4167	\$3.4167	\$0.0000	\$0.0000	1.0000	\$0.0000	\$0.0000	\$3.4167	\$3.4167
													Total	4.207666667	3.416666667	

Function	JFC/ Payband	JFC/Payband Description	Installation Worktimes		Disconnect Worktimes		TELRIC Labor Rate	Install Cost		Disconnect Cost		Disconnect Discount Factor	Discounted Disconnect Cost		TELRIC	
			First	Additional	First	Additional		First	Additional	First	Additional		First	Additional	First	Additional
			ENGINEERING	400X	Address & Facility Inventory (AFIG)	0.0233	0.0000	0.0000	0.0000	\$33.90	\$0.7910	\$0.0000	\$0.0000	1.0000	\$0.0000	\$0.0000
CONNECT & TURN-UP TEST	410X	Install & Mice - Pots	0.0833	0.0833	0.0000	0.0000	\$41.00	\$3.4167	\$3.4167	\$0.0000	\$0.0000	1.0000	\$0.0000	\$0.0000	\$3.4167	\$3.4167
													Total	4.207666667	3.416666667	

000027

Nonrecurring Cost Summary

Florida

A.15.7 - NTW Service Visit, Per Request, per MDU/MTU Complex

3/15/99

Nonrecurring Cost

	Direct Cost	Shared Cost	TELRIC
Nonrecurring Cost Development Sheet Col H	\$37.9758	\$0.0000	\$37.9758
Total Cost	\$37.9758	\$0.0000	\$37.9758
Gross Receipts Tax Factor			X 1.0137
Cost (including Gross Receipts Tax)			\$38.4960
Common Cost Factor			X 1.0512
Nonrecurring Economic Cost			\$40.4670

000028

Nonrecurring Cost Development

Florida

A.15.7 - NTW Service Visit, Per Request, per MDU/MTU Complex

3/15/99

			A	B	C	D=AxC	E=BxC	F	G=ExF	H=D+G
Function	JFC/ Payband	JFC/Payband Description	Installation Worktime	Disconnect Worktime	Direct Labor Rate	Install Cost	Disconnect Cost	Disconnect Discount Factor	Discounted Disconnect Cost	Direct Cost
SERVICE ORDER	4WXX	Work Management Center (WMC)	0.2500	0.0000	\$34.37	\$8.5925	\$0.0000	1.0000	\$0.0000	\$8.5925
SERVICE ORDER	410X	Install & Mtce - Pots	0.2500	0.0000	\$41.00	\$10.2500	\$0.0000	1.0000	\$0.0000	\$10.2500
TRAVEL	410X	Install & Mtce - Pots	0.4667	0.0000	\$41.00	\$19.1333	\$0.0000	1.0000	\$0.0000	\$19.1333
									Total	37.97583333

Function	JFC/ Payband	JFC/Payband Description	Installation Worktime	Disconnect Worktime	TELRIC Labor Rate	Install Cost	Disconnect Cost	Disconnect Discount Factor	Discounted Disconnect Cost	TELRIC
SERVICE ORDER	4WXX	Work Management Center (WMC)	0.2500	0.0000	\$34.37	\$8.5925	\$0.0000	1.0000	\$0.0000	\$8.5925
SERVICE ORDER	410X	Install & Mtce - Pots	0.2500	0.0000	\$41.00	\$10.2500	\$0.0000	1.0000	\$0.0000	\$10.2500
TRAVEL	410X	Install & Mtce - Pots	0.4667	0.0000	\$41.00	\$19.1333	\$0.0000	1.0000	\$0.0000	\$19.1333
									Total	37.97583333

000029

The following Microsoft Excel spreadsheet , flnewele.xls contains the development of and TELRIC calculator sheets for the following unbundled network cost element(s):

- A.15.1 Unbundled Network Terminating Wire (NTW) - Recurring
- A.15.2 NTW Site Visit - Survey, per MDU/MTU Complex
- A.15.3 NTW Site Visit - Setup, per terminal
- A.15.4 NTW Access Terminal Provisioning including first 25 pair panel, per Terminal
- A.15.5 NTW Existing Access Terminal Provisioning, second 25 pair panel, per Terminal
- A.15.6 NTW Pair Provisioning, per pair
- A.15.7 NTW Service Visit, Per Request, per MDU/MTU Complex

	A	B	C	D	E	F	G	H	I
1	Unbundled Network Terminating Wire (UNTW)								
2	Recurring Cost Development								
3									
4									
5				Cost Element #:					
6				Level:					
7									
8	Access Lines			Source					
9	Residence								
10	Business								
11									
12	% Sampled Loops Terminating in 12C/52C								
13	Residence								
14	Business								
15									
16	Estimated Loops Terminating with 12C/52C								
17	Residence								
18	Business								
19									
20	% of 12C/52C Loops with NTW								
21	Residence								
22	Business								
23									
24	Estimated Loops with NTW								
25									
26	Account 6362.9900 68M \$ (State YE97)								
27									
28	% Expense Associated with Labor for NTW Lines								
29									
30	Estimated 68M NTW Annual Labor Expense								
31									
32	Annual UNTW labor cost/line								
33									
34	Monthly UNTW labor cost/line								
35									
36									
37	Assumptions:								
38	- 1997 access lines and EOY 68M booked data are assumed to bear a consistent relationship in future years								
39	- BellSouth is providing access to the NTW only (the CLEC will install their own NID at the customer premises)								
40									

000031

000032

	A	B	C	D	E	F	G	H	I
41	NONRECURRING COST STUDY INPUT - VERSION 1.0	---ASSUMES MANUAL SERVICE ORDER ENTRY---							
42	NTW Site Survey per MDU/MTU Complex								
43									
44	STATE:	FL							
45	COST ELEMENT #:	A.15.2							
46	LEVEL:	1998 - 2000							
47					(A)				
48					Non-Recurring				
49	DESCRIPTION	SME		JFC	Worktimes (Hrs.)				
50									
51	SERVICE INQUIRY								
52	Account Team (AE) takes CLEC request for site visit, records information on Service Inquiry (SI) form, passes firm order	Interconnection		AEWOC	0.0833				
53	SI to I&M, receives SI from LCSC when work is completed, FAXes SI to CLEC, & retains file copy.								
54	I&M receives SI from Account Team & schedules I&M site visit w/ CLEC	Network		410X	0.5000				
55	LCSC receives SI w/site survey data from I&M & completes a service order for billing purposes	Interconnection		2300	0.5000				
56									
57	SITE SURVEY								
58	I&M Svr (PG 57) meets with CLEC representative, checks for available facilities, advises CLEC of the availability	Network		NWPB57	2.0000				
59	of facilities, determines the method of interconnection (space availability) in garden terminal or wiring closet, indicates								
60	billing for site survey & sends SI to LCSC for billing								
61									
62	TRAVEL								
63	I&M Svr (PG 57) travels from work center to site	Network		NWPB57	0.4667				
64									
65									
66	ASSUMPTIONS:								
67	1) Assumes 100% I&M dispatch to site is required for site survey.								
68	2) Install additional & disconnect first & additional worktimes are not applicable.								
69									
70									
71									

000033

	A	B	C	D	E	F	G	H	I
72	NONRECURRING COST STUDY INPUT - VERSION 1.0	----ASSUMES MANUAL SERVICE ORDER ENTRY----							
73	NTW Site Setup per Access Terminal at same MDU/MTU Complex								
74									
75	STATE:	FL							
76	COST ELEMENT #:	A.15.3							
77	LEVEL:	1998 - 2000							
78									
79									
80	DESCRIPTION	SME	JFC						
81									
82	SERVICE INQUIRY								
83	LCSC receives SI w/site survey & setup information from OSPE, issues service order, & FAXes SI to Account Team (AE)	Interconnection	2300		0.7500	0.2500	n/a	n/a	
84	(worktime includes time associated with site setup only--worktime associated with site survey is included in								
85	UNTW Element No. A.15.2)								
86									
87	SITE SETUP								
88	I&M Svr adds to SI existing terminal address, new terminal suffix, working number for OSPE, associated bldg & end user	Network	NWPB57		0.3000	0.3000	n/a	n/a	
89	addresses, sizes the NTW prewire, schedules & plans job including ordering supplies for job, sends SI to OSPE, &								
90	completes order indicating billing for site setup								
91	OSPE receives SI from I&M, uses working number to pull up premise address in LFACS, validates existing terminal address,	Network	32XX		0.2500	0.2500	n/a	n/a	
92	creates new terminal address and wiring limits, and sends SI to the AFIG and LCSC.								
93	AFIG receives SI from OSPE; builds an NTW terminal to reflect availability of UNTW, an NTW address and associates	Network	400X		0.3333	0.2500	n/a	n/a	
94	address to NTW terminal, & rules at facility address instructing LFACS not to assign facilities on any service orders								
95	that carry the NTW address per garden terminal regardless of # pairs per terminal ; and builds a single cross-box terminal per								
96	apartment complex								
97									
98									
99	ASSUMPTIONS:								
100	1) Assumes 100% I&M dispatch to site required for site survey.								
101	2) Assumes I&M Svr has already completed the site survey and is already at the site.								
102	3) The LCSC service order time is incremental to the site survey service order time and if applicable the site survey &								
103	the setup will be included on the same order.								
104	4) First install assumes first GT at site; additional install assumes each additional GT at same site on same order.								
105	5) Assumes average 25 pr per GT, 6 pr wire per living unit (LU), or 12 LU per terminal.								
106	6) Assumes average 25 pr per access terminal & 25 pr per block in wiring closet.								
107	7) Assumes average 2 lines per LU.								
108	8) Disconnect first & additional work times are not applicable.								

000034

	A	B	C	D	E	F	G	H	I
109	NONRECURRING COST STUDY INPUT - VERSION 1.0	---ASSUMES ELECTRONIC SERVICE ORDER ENTRY---							
110	Provisioning Terminal for First 25 Pair Panel at same MDU/MTU Complex, same order, per terminal								
111									
112	STATE:	FL							
113	COST ELEMENT #:	A.15.4							
114	LEVEL:	1998 - 2000							
115									
116									
117	DESCRIPTION								
118	ENGINEERING	SME		JFC					
119	AFIG provides manual assistance for fallout orders.	Network		400X					
120									
121	CONNECT & TURN-UP TEST								
122	I&M places access terminal box, mounts first 25 pair cross-connect block (RJ21X), & terminates amphenol plug on common	Network		410X					
123	block, includes travel between buildings								
124									
125	MATERIAL								
126	Total weighted material price for GT or Wiring Closet (WC) Scenario	Network							
127									
128									
129	ASSUMPTIONS:								
130	1) First install assumes first terminal at site; additional install assumes each additional terminal at same site on same order.								
131	2) AFIG provides manual assistance for non-flow through orders (20% total fallout--10% fallout due to no available spare,								
132	and 10% because we must provide the CLEC our spare.)								
133	3) Terminal provisioning is ordered via an electronic interface.								
134	4) When applicable, the Manual Service Order Charge is charged separately.								
135	5) An I&M Service Visit Charge is applicable per LSR and is charged separately.								
136	6) Incremental Manual Order Coordination by the UNE Center (connect & turn-up test) is charged separately.								
137	Incremental time associated with handling CLEC Specified Conversion time is also charged separately.								
138	7) Assumes average 25 pr per GT, 6 pr wire per living unit (LU), or 12 LU per terminal.								
139	8) Assumes average 25 pr per access terminal & 25 pr per block in wiring closet.								
140	9) Assumes average 2 lines per LU.								
141	10) Disconnect first & additional work times are not applicable.								

	A	B	C	D	E	F	G	H	I
205	NONRECURRING COST STUDY INPUT - VERSION 1.0	---ASSUMES MANUAL SERVICE ORDER ENTRY---							
206	Service Visit Charge associated with provisioning, same MDU/MTU Complex, per LSR								
207					DISCONNECT LOCATION LIFE (MOS.):		0		
208	STATE:	FL							
209	COST ELEMENT #:	A.15.7							
210	LEVEL:	1998 - 2000							
211					(A)				
212					Non-Recurring				
213	DESCRIPTION	SME		JFC	Worktimes (Hrs.)				
214	SERVICE ORDER								
215	WMC coordinates dispatched technicians per order	Network		4WXX	0.2500				
216	i&M handles svc request per order	Network		410X	0.2500				
217									
218	TRAVEL								
219	i&M travels from work center to site	Network		410X	0.4667				
220									
221									
222	ASSUMPTIONS:								
223	1) Assumes Service Visit Charge is applicable per LSR and is charged separately.								
224	2) Incremental Manual order Coordination by the UNE Center (connect & turn-up test) is charged separately.								
225	Incremental time associated with handling CLEC Specified Conversion time is also charged separately.								
226	3) Disconnect first & additional work times are not applicable.								
227									
228									

000037

Investments

	A	B	C	D	E	F	G	H
1		TELRIC INPUT FORM - MATERIAL/INVESTMENT DATA .						
2								
3		Instructions:						
4		1. Use this worksheet to record material and/or investments to be input into the						
5		TELRIC calculations.						
6		2. All amounts shown are per unit (e.g., per call, per loop, per MOU).						
7		3. Input data, by Cost Element, leaving no blank lines. On next row						
8		after last line of data, type END in Cost Element Column.						
9		4. All data on this form should be cell-referenced to study workpapers.						
10		5. Do NOT change columns, headings, sheet name.						
11								
12					Volume	Volume		
13		Cost		Sub	Sensitive	Insensitive		
14	<u>State</u>	<u>Element #</u>	<u>FRC</u>	<u>FRC</u>	<u>\$ Amount</u>	<u>\$ Amount</u>		
15		END						
16								
17								
18								

000038

Additives_Recurring

	A	B	C	D	E	F	
1		TELRIC INPUT FORM - RECURRING EXPENSES DATA					
2							
3		Instructions:					
4		1. Use this worksheet to record recurring non-labor expenses to be input into the					
5		TELRIC calculations.					
6		2. All amounts shown are per unit (e.g., per call, per loop, per MOU).					
7		3. Input data, by Cost Element, leaving no blank lines. On next row					
8		after last line of data, type END in Cost Element Column.					
9		4. All data on this form should be cell-referenced to study workpapers.					
10		5. Do NOT change columns, headings, sheet name.					
11							
12							
13							
14					Recurring	Recurring	
15					Volume	Volume	
16		Cost	Recurring		Sensitive	Insensitive	
17	State	Element #	Expense Description		\$ Amount	\$ Amount	
			(Limited to 25 characters)				
18	FL	A.15.1	Unbundled Network Termination Wire (NTW) - Recurring	\$	0.56		
19		END					
20							
21			Maximum 10 entries per Cost Element #				
22							
23							
24							

000039

Additives_Nonrecurring

	A	B	C	D	E	F	G	H	I	J
1	TELRIC INPUT FORM - NONRECURRING EXPENSES DATA									
2										
3	Instructions:									
4	1. Use this worksheet to record nonrecurring non-labor expenses to be input into the TELRIC calculations.									
5	2. All amounts shown are per unit (e.g., per call, per loop, per MOU).									
6	3. Input data, by Cost Element, leaving no blank lines. On next row									
7	after last line of data, type END in Cost Element Column.									
8	4. All data on this form should be cell-referenced to study workpapers.									
9	5. Do NOT change columns, headings, sheet name.									
10	6. Use column D when cost element has a single nonrecurring cost; use columns E & F for elements with a first									
11	and additional nonrecurring cost; use columns G & H for elements with an initial and subsequent nonrecurring cost.									
12										
13										
14			Nonrecurring		Nonrecurring	Nonrecurring	onrecurring	onrecurring		
15		Cost	Expense Description	onrecurring	First	Additional	Initial	Subsequent		
16	State	Element #	(Limited to 25 characters)	\$ Amount	\$ Amount	\$ Amount	\$ Amount	\$ Amount		
17	FL	A.15.4	MATERIAL		\$70.16	\$70.16				
18	FL	A.15.5	MATERIAL		\$20.29	\$20.29				
19		END								
20										
21										
22										
23										
24										
25										
26										
27										
28	Maximum 10 entries per Cost Element #									

000040

Recurring Labor

	A	B	C	D	E	F	G	H	
1	TELRIC INPUT FORM - RECURRING LABOR EXPENSES DATA								
2									
3	Instructions:								
4	1. Use this worksheet to record recurring expensed labor times to be input into the								
5	TELRIC calculations.								
6	2. All amounts shown are per unit (e.g., per call, per loop, per MOU).								
7	3. Input data, by Cost Element, leaving no blank lines. On next row								
8	after last line of data, type END in Cost Element Column.								
9	4. All data on this form should be cell-referenced to study workpapers.								
10	5. Do NOT change columns, headings, sheet name.								
11									
12									
13									
14					<u>Work Time (Hours)</u>				
15	<u>State</u>	<u>Cost Element #</u>	<u>xpense Desc</u> <small>d to 25 chara</small>	<u>JFC/</u> <u>Payband</u>	<u>Volume</u> <u>Sensitive</u>	<u>Volume</u> <u>Insensitive</u>			
16		END							
17									
18									
19									
20									
21									
22									
23									
24									
25									
26									
27									
28			Maximum 20 entries per Cost Element #						

000041

Nonrecurring Labor

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
1	TELRIC INPUT FORM - NONRECURRING LABOR TIMES															
2																
3	Instructions:															
4	1. Use this worksheet to record nonrecurring labor times to be input into the TELRIC calculations.															
5	2. All amounts shown are per unit (e.g., per call, per loop, per MOU).															
6	3. Input data, by Cost Element, leaving no blank lines. On next row															
7	after last line of data, type END in Cost Element Column.															
8	4. All data on this form should be call-referenced to study workpapers.															
9	5. Do NOT change columns, headings, sheet name.															
10	6. Use columns F & G when cost element has a single nonrecurring cost; use columns H, I, J, & K for elements with a first															
11	and additional nonrecurring cost; use columns L, M, N & O for elements with an initial and subsequent nonrecurring cost.															
12	7. Study midpoint date is set for Georgia studies at 6/98.															
13	8. Input Cost Element Life (in months) on first row of data for each cost element. It is not necessary to repeat on each line.															
14																
15	Study Mid-Point Date (Mos.)		Jun-99													
16																
17																
18					(For use w/ one NR)		First	First	Additional	Additional	Initial	Initial	Subsequent	Subsequent		
19	Cost		Labor Expense Description		JFC/	Installation	Disconnect	Installation	Disconnect	Installation	Disconnect	Installation	Disconnect	Installation	Disconnect	
20	State	Cost Element #	Life (Mo)	(Limited to 25 characters)	Payband	Time (Hours)	Time (Hours)	Time (Hours)	Time (Hours)	Time (Hours)	Time (Hours)	Time (Hours)	Time (Hours)	Time (Hours)	Time (Hours)	
21	FL	A.15.2	0	SERVICE INQUIRY	AEWOC	0.0833										
22	FL	A.15.2	0	SERVICE INQUIRY	410X	0.5000										
23	FL	A.15.2	0	SERVICE INQUIRY	2300	0.5000										
24	FL	A.15.2	0	SITE SURVEY	NWPB57	2.0000										
25	FL	A.15.2	0	TRAVEL	NWPB57	0.4667										
26	FL	A.15.3	0	SERVICE INQUIRY	2300			0.7500		0.2500						
27	FL	A.15.3	0	SITE SETUP	NWPB57			0.3000		0.3000						
28	FL	A.15.3	0	SITE SETUP	32XX			0.2500		0.2500						
29	FL	A.15.3	0	SITE SETUP	400X			0.3333		0.2500						
30	FL	A.15.4	0	ENGINEERING	400X			0.0233								
31	FL	A.15.4	0	CONNECT & TURN-UP TEST	410X			0.5833		0.5833						
32	FL	A.15.5	0	ENGINEERING	400X			0.0233								
33	FL	A.15.5	0	CONNECT & TURN-UP TEST	410X			0.1667		0.1667						
34	FL	A.15.6	0	ENGINEERING	400X			0.0233								
35	FL	A.15.6	0	CONNECT & TURN-UP TEST	410X			0.0833		0.0833						
36	FL	A.15.7	0	SERVICE ORDER	4WXX	0.2500										
37	FL	A.15.7	0	SERVICE ORDER	410X	0.2500										
38	FL	A.15.7	0	TRAVEL	410X	0.4667										
39	END															
40																
41																
42	Maximum 20 entries per Cost Element #															

000042

APPENDIX A
UNBUNDLED NETWORK ELEMENT (UNE) STUDIES

Gross Receipts Tax Factor

File: 98stuse.xls

000043

FL

GROSS RECEIPTS TAX CALCULATIONS

AREA a	GROSS RECEIPTS NET TAX b	GROSS RECEIPTS REVENUES c	GROSS RECEIPTS TAX RATE d=b/c	GROSS RECEIPTS MARKUP FACTOR e=1/(1-d)-1
FLORIDA	31,338,361	2,319,335,633	0.0135	0.0137

000044

APPENDIX A
UNBUNDLED NETWORK ELEMENT (UNE) STUDIES

Labor rates

File: Laborate.xls

000045

SUMMARY

<u>State</u>	<u>JFC/Payband</u>	<u>Description</u>	<u>Direct Labor Date</u>	<u>Direct Labor Rate</u>	<u>Telric Labor Rate</u>	<u>Telric Labor Date</u>
RW	400X	Address & Facility Inventory (AFIG)	7-15-98	\$ 33.90	\$ 33.90	7-15-98
RW	4M1X	Address & Facility Inventory (AFIG)	7-15-98	\$ 33.90	\$ 33.90	7-15-98
RW	401X	Work Management Center (WMC)	7-15-98	\$ 34.37	\$ 34.37	7-15-98
RW	410X	Install & Mtce - Pots	7-15-98	\$ 41.00	\$ 41.00	7-15-98
RW	411X	Install & Mtce - Spec Svcs (SSIM)	7-15-98	\$ 44.45	\$ 44.45	7-15-98
RW	420X	Outside Plant Constr (OSPC)	7-15-98	\$ 45.05	\$ 45.05	7-15-98
RW	421X	Outside Plant Constr (OSPC)	7-15-98	\$ 45.05	\$ 45.05	7-15-98
RW	424X	Outside Plant Admin Cntr (OPAC)	7-15-98	\$ 34.41	\$ 34.41	7-15-98
RW	422X	Cable Repair Technician (CRT)	7-15-98	\$ 46.96	\$ 46.96	7-15-98
RW	423X	Cable Repair Technician (CRT)	7-15-98	\$ 46.96	\$ 46.96	7-15-98
RW	425X	Cable Repair Technician (CRT)	7-15-98	\$ 46.96	\$ 46.96	7-15-98
RW	426X	Cable Repair Technician (CRT)	7-15-98	\$ 46.96	\$ 46.96	7-15-98
RW	430X	CO Install & Mtce Field - Switch Eq	7-15-98	\$ 44.88	\$ 44.88	7-15-98
RW	431X	CO Install & Mtce Field - Ckt & Fac	7-15-98	\$ 42.88	\$ 42.88	7-15-98
RW	431XB	CO I&M Field, Basic Time - Ckt & Fac	7-15-98	\$ 41.24	\$ 41.24	7-15-98
RW	431XO	CO I&M Field, OT - Ckt & Fac	7-15-98	\$ 52.06	\$ 52.06	7-15-98
RW	431XP	CO I&M Field, Prem Time - Ckt & Fac	7-15-98	\$ 62.88	\$ 62.88	7-15-98
RW	4321	Recent Chng Line Trans (RCMAG)	7-15-98	\$ 38.86	\$ 38.86	7-15-98
RW	4N1X	Recent Chng Line Trans (RCMAG)	7-15-98	\$ 38.86	\$ 38.86	7-15-98
RW	4320	Switch & Trunk Based Translations	7-15-98	\$ 45.34	\$ 45.34	7-15-98
RW	4N2X	Switch & Trunk Based Translations	7-15-98	\$ 45.34	\$ 45.34	7-15-98
RW	4322	CO Install, Mtce & Admin - Software	7-15-98	\$ 49.48	\$ 49.48	7-15-98
RW	4323	CO Install, Mtce & Admin - Software	7-15-98	\$ 49.48	\$ 49.48	7-15-98
RW	4324	CO Install, Mtce & Admin - Software	7-15-98	\$ 49.48	\$ 49.48	7-15-98
RW	4331	Trunk & Carrier Group (TCG)	7-15-98	\$ 43.55	\$ 43.55	7-15-98
RW	4342	Trunk & Carrier Group (TCG)	7-15-98	\$ 43.55	\$ 43.55	7-15-98
RW	473X	Trunk & Carrier Group (TCG)	7-15-98	\$ 43.55	\$ 43.55	7-15-98
RW	4N5X	Trunk & Carrier Group (TCG)	7-15-98	\$ 43.55	\$ 43.55	7-15-98
RW	4330	Network Reliability Center (NRC)	7-15-98	\$ 37.80	\$ 37.80	7-15-98
RW	4341	Network Reliability Center (NRC)	7-15-98	\$ 37.80	\$ 37.80	7-15-98
RW	4LXX	Network Reliability Center (NRC)	7-15-98	\$ 37.80	\$ 37.80	7-15-98
RW	4332	Proactive Analysis/Repair Ctr (PAR)	7-15-98	\$ 35.77	\$ 35.77	7-15-98
RW	4PXX	Proactive Analysis/Repair Ctr (PAR)	7-15-98	\$ 35.77	\$ 35.77	7-15-98
RW	470X	Circuit Provisioning Group (CPG)	7-15-98	\$ 37.06	\$ 37.06	7-15-98
RW	4N4X	Circuit Provisioning Group (CPG)	7-15-98	\$ 37.06	\$ 37.06	7-15-98
RW	471X	Acc Cust Advocate Cntr (ACAC)	7-15-98	\$ 38.31	\$ 38.31	7-15-98
RW	471XB	Acc Cust Adv Cntr, Bas Time (ACAC)	7-15-98	\$ 37.09	\$ 37.09	7-15-98
RW	471XO	Acc Cust Adv Cntr, OT (ACAC)	7-15-98	\$ 46.99	\$ 46.99	7-15-98
RW	471XP	Acc Cust Adv Cntr, Prem Time (ACAC)	7-15-98	\$ 56.88	\$ 56.88	7-15-98
RW	4AXX	Acc Cust Advocate Cntr (ACAC)	7-15-98	\$ 38.31	\$ 38.31	7-15-98
RW	472X	Equip Bill Accuracy Cont (EBAC)	7-15-98	\$ 38.56	\$ 38.56	7-15-98
RW	4N3X	Equip Bill Accuracy Cont (EBAC)	7-15-98	\$ 38.56	\$ 38.56	7-15-98
RW	4BXX	Business Repair Center (BRC)	7-15-98	\$ 39.11	\$ 39.11	7-15-98
RW	4RXX	Residence Repair Center (RRC)	7-15-98	\$ 34.89	\$ 34.89	7-15-98
RW	4WXX	Work Management Center (WMC)	7-15-98	\$ 34.37	\$ 34.37	7-15-98
RW	30XX	Land And Buildings (FG10)	7-15-98	\$ 67.04	\$ 67.04	7-15-98
RW	350X	Land And Buildings (FG10)	7-15-98	\$ 67.04	\$ 67.04	7-15-98
RW	31XX	Ntwk & Eng Planning (FG20)	7-15-98	\$ 56.20	\$ 56.20	7-15-98
RW	34XX	Ntwk & Eng Planning (FG20)	7-15-98	\$ 56.20	\$ 56.20	7-15-98
RW	3AXX	Ntwk & Eng Planning (FG20)	7-15-98	\$ 56.20	\$ 56.20	7-15-98
RW	3BXX	Ntwk & Eng Planning (FG20)	7-15-98	\$ 56.20	\$ 56.20	7-15-98

000046

SUMMARY

RW	341X	Ntwk Plug-In Admin (PICS)	7-15-98	\$	36.96	\$	36.96	7-15-98
RW	3A2X	Ntwk Plug-In Admin (PICS)	7-15-98	\$	36.96	\$	36.96	7-15-98
RW	32XX	Outside Plant Eng (FG30)	7-15-98	\$	47.97	\$	47.97	7-15-98
RW	356X	Outside Plant Eng (FG30)	7-15-98	\$	47.97	\$	47.97	7-15-98
RW	1200	Cabs Accounting	7-15-98	\$	43.32	\$	43.32	7-15-98
RW	2300	Customer Point Of Contact - ICSC	7-15-98	\$	44.86	\$	44.86	7-15-98
RW	2300B	Cust Pnt Of Cont, Basic Time - ICSC	7-15-98	\$	44.00	\$	44.00	7-15-98
RW	2300O	Cust Pnt Of Cont, OT - ICSC	7-15-98	\$	53.06	\$	53.06	7-15-98
RW	2300P	Cust Pnt Of Cont, Prem Time - ICSC	7-15-98	\$	62.11	\$	62.11	7-15-98
RW	2120	Pots Operator	7-15-98	\$	32.58	\$	32.58	7-15-98
RW	2940	Directory Assistance Operator	7-15-98	\$	29.69	\$	29.69	7-15-98
RW	2600	Coin Collector	7-15-98	\$	35.83	\$	35.83	7-15-98
RW	2E40	Collections Rep - Residence	7-15-98	\$	35.30	\$	35.30	7-15-98
RW	2840	Collections Rep - Business	7-15-98	\$	34.65	\$	34.65	7-15-98
RW	2E50	Bus Ofc Svc Rep - Residence	7-15-98	\$	37.73	\$	37.73	7-15-98
RW	2E70	Bus Ofc Svc Rep - Residence	7-15-98	\$	37.73	\$	37.73	7-15-98
RW	2850	Bus Ofc Svc Rep - Business	7-15-98	\$	37.39	\$	37.39	7-15-98
RW	2870	Bus Ofc Svc Rep - Business	7-15-98	\$	37.39	\$	37.39	7-15-98
RW	1240	Comptrollers Clerical	7-15-98	\$	40.86	\$	40.86	7-15-98
RW	1250	Comptrollers Clerical	7-15-98	\$	40.86	\$	40.86	7-15-98
RW	1260	Comptrollers Clerical	7-15-98	\$	40.86	\$	40.86	7-15-98
RW	1270	Comptrollers Clerical	7-15-98	\$	40.86	\$	40.86	7-15-98
RW	2700	Network Services Clerical	7-15-98	\$	37.19	\$	37.19	7-15-98
RW	2730	Network Services Clerical	7-15-98	\$	37.19	\$	37.19	7-15-98
RW	AEWC	Acct Executive w/Sales Comp	7-15-98	\$	73.78	\$	73.78	7-15-98
RW	AEWOC	Acct Executive wo/Sales Comp	7-15-98	\$	59.93	\$	59.93	7-15-98
RW	SDWC	Systems Designer w/Sales Com	7-15-98	\$	67.26	\$	67.26	7-15-98
RW	SDWOC	Systems Designer wo/Sales Com	7-15-98	\$	61.84	\$	61.84	7-15-98
RW	SVCC	Service Consultant	7-15-98	\$	45.01	\$	45.01	7-15-98
RW	NWPB56	Network Pay Band 56	7-15-98	\$	43.90	\$	43.90	7-15-98
RW	NWPB57	Network Pay Band 57	7-15-98	\$	45.69	\$	45.69	7-15-98
RW	NWPB58	Network Pay Band 58	7-15-98	\$	50.31	\$	50.31	7-15-98
RW	NWPB59	Network Pay Band 59	7-15-98	\$	55.78	\$	55.78	7-15-98
RW	NWPB61	Network Pay Band 61	7-15-98	\$	68.43	\$	68.43	7-15-98
RW	NWWS10	Network Wage Scale 10	7-15-98	\$	32.96	\$	32.96	7-15-98
RW	MKPB56	Marketing Pay Band 56	7-15-98	\$	43.28	\$	43.28	7-15-98
RW	MKPB57	Marketing Pay Band 57	7-15-98	\$	45.08	\$	45.08	7-15-98
RW	MKPB58	Marketing Pay Band 58	7-15-98	\$	49.39	\$	49.39	7-15-98
RW	MKPB59	Marketing Pay Band 59	7-15-98	\$	55.17	\$	55.17	7-15-98
RW	MKPB61	Marketing Pay Band 61	7-15-98	\$	67.85	\$	67.85	7-15-98
RW	MKWS10	Marketing Wage Scale 10	7-15-98	\$	32.31	\$	32.31	7-15-98
RW	ITPB54	IT Pay Band 54	7-15-98	\$	38.59	\$	38.59	7-15-98
RW	ITPB55	IT Pay Band 55	7-15-98	\$	40.53	\$	40.53	7-15-98
RW	ITPB56	IT Pay Band 56	7-15-98	\$	46.03	\$	46.03	7-15-98
RW	ITPB57	IT Pay Band 57	7-15-98	\$	47.82	\$	47.82	7-15-98
RW	ITPB58	IT Pay Band 58	7-15-98	\$	52.44	\$	52.44	7-15-98
RW	ITPB59	IT Pay Band 59	7-15-98	\$	57.92	\$	57.92	7-15-98
RW	ITPB60	IT Pay Band 60	7-15-98	\$	64.53	\$	64.53	7-15-98
RW	ITPB61	IT Pay Band 61	7-15-98	\$	70.60	\$	70.60	7-15-98
RW	ITWS10	IT Wage Scale 10	7-15-98	\$	35.06	\$	35.06	7-15-98
RW	ITWS14	IT Wage Scale 14	7-15-98	\$	36.02	\$	36.02	7-15-98
RW	ITWS16	IT Wage Scale 16	7-15-98	\$	36.68	\$	36.68	7-15-98
RW	ITWS18	IT Wage Scale 18	7-15-98	\$	37.18	\$	37.18	7-15-98
RW	ITWS32	IT Wage Scale 32	7-15-98	\$	43.73	\$	43.73	7-15-98

000047

SUMMARY

RW	FRPB56	Finance/Regualtory Pay Band 56	7-15-98	\$ 41.72	\$ 41.72	7-15-98
RW	FRPB57	Finance/Regualtory Pay Band 57	7-15-98	\$ 43.50	\$ 43.50	7-15-98
RW	FRPB58	Finance/Regualtory Pay Band 58	7-15-98	\$ 48.12	\$ 48.12	7-15-98
RW	FRPB59	Finance/Regualtory Pay Band 59	7-15-98	\$ 53.59	\$ 53.59	7-15-98
RW	FRPB61	Finance/Regualtory Pay Band 61	7-15-98	\$ 66.24	\$ 66.24	7-15-98
RW	FRWS10	Finance/Regualtory Wage Scale 10	7-15-98	\$ 30.78	\$ 30.78	7-15-98
RW	FRWS16	Finance/Regulatory Wage Scale 16	7-15-98	\$ 32.39	\$ 32.39	7-15-98

TELRIC SUMMARY

1998 - 2000 TELRIC LABOR RATES			7-15-98
<u>PLANT WORK CENTERS</u>	<u>JFC</u>	<u>REGIONAL</u>	<u>REFERENCE</u>
ADDRESS & FACILITY INVENTORY (AFIG)	400X 4M1X	\$ 33.90	TELRIC DETAIL H11
INSTALL & MTCE - POTS	410X	\$ 41.00	TELRIC DETAIL H13
INSTALL & MTCE - SPEC SVCS (SSIM)	411X	\$ 44.45	TELRIC DETAIL H14
OUTSIDE PLANT CONSTRUCTION (OSPC)	420X 421X	\$ 45.05	TELRIC DETAIL H15
OUTSIDE PLANT ADMIN CENTER (OPAC)	424X	\$ 34.41	TELRIC DETAIL H16
CABLE REPAIR TECHNICIAN (CRT)	422X 423X 425X 426X	\$ 46.96	TELRIC DETAIL H17
CO INSTALL & MTCE FIELD - SWITCH EQUIP	430X	\$ 44.88	TELRIC DETAIL H18
CO INSTALL & MTCE FIELD - CIRCUIT & FAC	431X	\$ 42.88	TELRIC DETAIL H19
RECENT CHANGE LINE TRANSLATIONS (RCMAG)	4321 4N1X	\$ 38.86	TELRIC DETAIL H20
SWITCH & TRUNK BASED TRANSLATIONS	4320 4N2X	\$ 45.34	TELRIC DETAIL H21
CO INSTALL, MTCE & ADMIN - SOFTWARE	4322 4323 4324	\$ 49.48	TELRIC DETAIL H22
TRUNK & CARRIER GROUP (TCG)	4331 4342 473X 4N5X	\$ 43.55	TELRIC DETAIL H23
NETWORK RELIABILITY CENTER (NRC)	4330 4341 4LXX	\$ 37.80	TELRIC DETAIL H24
PROACTIVE ANALYSIS & REPAIR CTR (PAR)	4332 4PXX	\$ 35.77	TELRIC DETAIL H25
CIRCUIT PROVISIONING GROUP (CPG)	470X 4N4X	\$ 37.06	TELRIC DETAIL H26
ACCESS CUSTOMER ADVOCATE CENTER (ACAC)	471X 4AXX	\$ 38.31	TELRIC DETAIL H27
EQUIPMENT BILLING ACCURACY CONT (EBAC)	472X 4N3X	\$ 38.56	TELRIC DETAIL H28
BUSINESS REPAIR CENTER (BRC)	4BXX	\$ 39.11	TELRIC DETAIL H29
RESIDENCE REPAIR CENTER (RRC)	4RXX	\$ 34.89	TELRIC DETAIL H30
WORK MANAGEMENT CENTER (WMC)	4WXX 401X	\$ 34.37	TELRIC DETAIL H31
<u>ENGINEERING FORCE GROUPS</u>	<u>JFC</u>	<u>REGIONAL</u>	<u>REFERENCE</u>
LAND AND BUILDINGS (FG10)	30XX 350X	\$ 67.04	TELRIC DETAIL H43
NETWORK & ENGINEERING PLANNING (FG20)	31XX 34XX 3AXX 3BXX	\$ 56.20	TELRIC DETAIL H44
NETWORK PLUG-IN ADMINISTRATION (PICS)	341X 3A2X	\$ 36.96	TELRIC DETAIL H45
OUTSIDE PLANT ENGINEERING (FG30)	32XX 356X	\$ 47.97	TELRIC DETAIL H46
<u>COST GROUPS</u>	<u>JFC</u>	<u>REGIONAL</u>	<u>REFERENCE</u>
CABS ACCOUNTING	1200	\$ 43.32	TELRIC DETAIL H56
CUSTOMER POINT OF CONTACT - ICSC/LSCS	2300	\$ 44.86	TELRIC DETAIL H57
POTS OPERATOR	2120	\$ 32.58	TELRIC DETAIL H58
DIRECTORY ASSISTANCE OPERATOR	2940	\$ 29.69	TELRIC DETAIL H59
COIN COLLECTOR	2600	\$ 35.83	TELRIC DETAIL H60
COLLECTIONS REP - RESIDENCE	2E40	\$ 35.30	TELRIC DETAIL H61
COLLECTIONS REP - BUSINESS	2840	\$ 34.65	TELRIC DETAIL H62
BUS OFC SVC REP - RESIDENCE	2E50 2E70	\$ 37.73	TELRIC DETAIL H63
BUS OFC SVC REP - BUSINESS	2850 2870	\$ 37.39	TELRIC DETAIL H64
COMPROLLERS CLERICAL	1240 1250 1260 1270	\$ 40.86	TELRIC DETAIL H65
NETWORK SERVICES CLERICAL	2700 2730	\$ 37.19	TELRIC DETAIL H66
ACCOUNT EXECUTIVE	NOT APPLICABLE		
WITH SALES COMPENSATION		\$ 73.78	TELRIC DETAIL H80
WITHOUT SALES COMPENSATION		\$ 59.93	TELRIC DETAIL H81
SYSTEMS DESIGNER	NOT APPLICABLE		
WITH SALES COMPENSATION		\$ 67.26	TELRIC DETAIL H83
WITHOUT SALES COMPENSATION		\$ 61.84	TELRIC DETAIL H84
SERVICE CONSULTANT	NOT APPLICABLE	\$ 45.01	TELRIC DETAIL H85

000049

TELRIC IT PB SUM

7-15-98

1998 - 2000 TELRIC LABOR RATES

<u>BST IT</u>		<u>HOURLY RATE</u>	<u>REFERENCE</u>
PAY BAND 54	\$	38.59	TELRIC IT PB DETAIL H11
PAY BAND 55	\$	40.53	TELRIC IT PB DETAIL H12
PAY BAND 56	\$	46.03	TELRIC IT PB DETAIL H13
PAY BAND 57	\$	47.82	TELRIC IT PB DETAIL H14
PAY BAND 58	\$	52.44	TELRIC IT PB DETAIL H15
PAY BAND 59	\$	57.92	TELRIC IT PB DETAIL H16
PAY BAND 60	\$	64.53	TELRIC IT PB DETAIL H17
PAY BAND 61	\$	70.60	TELRIC IT PB DETAIL H18
WAGE SCALE 10	\$	35.06	TELRIC IT PB DETAIL H19
WAGE SCALE 14	\$	36.02	TELRIC IT PB DETAIL H20
WAGE SCALE 16	\$	36.68	TELRIC IT PB DETAIL H21
WAGE SCALE 18	\$	37.18	TELRIC IT PB DETAIL H22
WAGE SCALE 32	\$	43.73	TELRIC IT PB DETAIL H23

000050

TELRIC MKTG PB SUM

			7-15-98
1998 - 2000 TELRIC LABOR RATES			
BST MARKETING		HOURLY RATE	REFERENCE
PAY BAND 56	\$	43.28	TELRIC MKTG PB DETAIL H11
PAY BAND 57	\$	45.08	TELRIC MKTG PB DETAIL H12
PAY BAND 58	\$	49.39	TELRIC MKTG PB DETAIL H13
PAY BAND 59	\$	55.17	TELRIC MKTG PB DETAIL H14
PAY BAND 61	\$	67.85	TELRIC MKTG PB DETAIL H15
WAGE SCALE 10	\$	32.31	TELRIC MKTG PB DETAIL H16

000051

TELRIC NTWK PB SUM

			7-15-98
1998 - 2000 TELRIC LABOR RATES			
<u>BST NETWORK</u>		<u>HOURLY RATE</u>	<u>REFERENCE</u>
PAY BAND 56	\$	43.90	TELRIC NTWK PB DETAIL H11
PAY BAND 57	\$	45.69	TELRIC NTWK PB DETAIL H12
PAY BAND 58	\$	50.31	TELRIC NTWK PB DETAIL H13
PAY BAND 59	\$	55.78	TELRIC NTWK PB DETAIL H14
PAY BAND 61	\$	68.43	TELRIC NTWK PB DETAIL H15
WAGE SCALE 10	\$	32.96	TELRIC NTWK PB DETAIL H16

000052

TELRIC FINANCE PB SUM

7-15-98

1998 - 2000 TELRIC LABOR RATES

<u>BST FINANCE/REGULATORY</u>	<u>HOURLY RATE</u>	<u>REFERENCE</u>
PAY BAND 56	\$ 41.72	TELRIC FINANCE PB DETAIL H11
PAY BAND 57	\$ 43.50	TELRIC FINANCE PB DETAIL H12
PAY BAND 58	\$ 48.12	TELRIC FINANCE PB DETAIL H13
PAY BAND 59	\$ 53.59	TELRIC FINANCE PB DETAIL H14
PAY BAND 61	\$ 66.24	TELRIC FINANCE PB DETAIL H15
WAGE SCALE 10	\$ 30.78	TELRIC FINANCE PB DETAIL H16
WAGE SCALE 16	\$ 32.39	TELRIC FINANCE PB DETAIL H17

000053

TELRIC SECURITY SUM

SECURITY ESCORT		7-15-98
	1998 - 2000 TELRIC	REFERENCE
ACAC		
BASIC	\$ 37.09	SECURITY ACAC B15
OVERTIME	\$ 46.99	SECURITY ACAC B26
PREMIUM	\$ 56.88	SECURITY ACAC B37
COIM - CIR & FAC		
BASIC	\$ 41.24	SECURITY COIM-CIR&FAC B15
OVERTIME	\$ 52.06	SECURITY COIM-CIR&FAC B26
PREMIUM	\$ 62.88	SECURITY COIM-CIR&FAC B37
ICSC/LCSC		
BASIC	\$ 44.00	SECURITY ICSC LCSC B15
OVERTIME	\$ 53.06	SECURITY ICSC LCSC B26
PREMIUM	\$ 62.11	SECURITY ICSC LCSC B37

000054

DIR ASSG SUM

1998 - 2000 DIRECTLY ASSIGNED LABOR RATES				7-15-98
<u>PLANT WORK CENTERS</u>	<u>JFC</u>	<u>REGIONAL</u>	<u>REFERENCE</u>	
ADDRESS & FACILITY INVENTORY (AFIG)	400X 4M1X	\$	33.90	DIR ASSG DETAIL F10
INSTALL & MTCE - POTS	410X	\$	41.00	DIR ASSG DETAIL F12
INSTALL & MTCE - SPEC SVCS (SSIM)	411X	\$	44.45	DIR ASSG DETAIL F13
OUTSIDE PLANT CONSTRUCTION (OSPC)	420X 421X	\$	45.05	DIR ASSG DETAIL F14
OUTSIDE PLANT ADMIN CENTER (OPAC)	424X	\$	34.41	DIR ASSG DETAIL F15
CABLE REPAIR TECHNICIAN (CRT)	422X 423X 425X 426X	\$	46.96	DIR ASSG DETAIL F16
CO INSTALL & MTCE FIELD - SWITCH EQUIP	430X	\$	44.88	DIR ASSG DETAIL F17
CO INSTALL & MTCE FIELD - CIRCUIT & FAC	431X	\$	42.88	DIR ASSG DETAIL F18
RECENT CHANGE LINE TRANSLATIONS (RCMAG)	4321 4N1X	\$	38.86	DIR ASSG DETAIL F19
SWITCH & TRUNK BASED TRANSLATIONS	4320 4N2X	\$	45.34	DIR ASSG DETAIL F20
CO INSTALL, MTCE & ADMIN - SOFTWARE	4322 4323,4324	\$	49.48	DIR ASSG DETAIL F21
TRUNK & CARRIER GROUP (TCG)	4331 4342 473X 4N5X	\$	43.55	DIR ASSG DETAIL F22
NETWORK RELIABILITY CENTER (NRC)	4330 4341 4LXX	\$	37.80	DIR ASSG DETAIL F23
PROACTIVE ANALYSIS & REPAIR CTR (PAR)	4332 4PXX	\$	35.77	DIR ASSG DETAIL F24
CIRCUIT PROVISIONING GROUP (CPG)	470X 4N4X	\$	37.06	DIR ASSG DETAIL F25
ACCESS CUSTOMER ADVOCATE CENTER (ACAC)	471X 4AXX	\$	38.31	DIR ASSG DETAIL F26
EQUIPMENT BILLING ACCURACY CONT (EBAC)	472X 4N3X	\$	38.56	DIR ASSG DETAIL F27
BUSINESS REPAIR CENTER (BRC)	4BXX	\$	39.11	DIR ASSG DETAIL F28
RESIDENCE REPAIR CENTER (RRC)	4RXX	\$	34.89	DIR ASSG DETAIL F29
WORK MANAGEMENT CENTER (WMC)	4WXX 401X	\$	34.37	DIR ASSG DETAIL F30
<u>ENGINEERING FORCE GROUPS</u>	<u>JFC</u>	<u>REGIONAL</u>	<u>REFERENCE</u>	
LAND AND BUILDINGS (FG10)	30XX 350X	\$	67.04	DIR ASSG DETAIL F37
NETWORK & ENGINEERING PLANNING (FG20)	31XX 34XX 3AXX 3BXX	\$	56.20	DIR ASSG DETAIL F38
NETWORK PLUG-IN ADMINISTRATION (PICS)	341X 3A2X	\$	36.96	DIR ASSG DETAIL F39
OUTSIDE PLANT ENGINEERING (FG30)	32XX 356X	\$	47.97	DIR ASSG DETAIL F40
<u>COST GROUPS</u>	<u>JFC</u>	<u>REGIONAL</u>	<u>REFERENCE</u>	
CABS ACCOUNTING	1200	\$	43.32	DIR ASSG DETAIL F49
CUSTOMER POINT OF CONTACT - ICSC/LSCS	2300	\$	44.86	DIR ASSG DETAIL F50
POTS OPERATOR	2120	\$	32.58	DIR ASSG DETAIL F51
DIRECTORY ASSISTANCE OPERATOR	2940	\$	29.69	DIR ASSG DETAIL F52
COIN COLLECTOR	2600	\$	35.83	DIR ASSG DETAIL F53
COLLECTIONS REP - RESIDENCE	2E40	\$	35.30	DIR ASSG DETAIL F54
COLLECTIONS REP - BUSINESS	2840	\$	34.65	DIR ASSG DETAIL F55
BUS OFC SVC REP - RESIDENCE	2E50 2E70	\$	37.73	DIR ASSG DETAIL F56
BUS OFC SVC REP - BUSINESS	2850 2870	\$	37.39	DIR ASSG DETAIL F57
COMPTROLLERS CLERICAL	1240 1250 1260 1270	\$	40.86	DIR ASSG DETAIL F58
NETWORK SERVICES CLERICAL	2700 2730	\$	37.19	DIR ASSG DETAIL F59
ACCOUNT EXECUTIVE	NOT APPLICABLE			
WITH SALES COMPENSATION		\$	73.78	DIR ASSG DETAIL F61
WITHOUT SALES COMPENSATION		\$	59.93	DIR ASSG DETAIL F62
SYSTEMS DESIGNER	NOT APPLICABLE			
WITH SALES COMPENSATION		\$	67.26	DIR ASSG DETAIL F64
WITHOUT SALES COMPENSATION		\$	61.84	DIR ASSG DETAIL F65
SERVICE CONSULTANT	NOT APPLICABLE	\$	45.01	DIR ASSG DETAIL F66

000055

DIR ASSG IT PB SUM

7-15-98			
1998 - 2000 DIRECTLY ASSIGNED LABOR RATES			
1998 - 2000			
DIRECTLY			
<u>BST IT</u>	<u>ASSIGNED</u>		<u>REFERENCE</u>
PAY BAND 54	\$	38.59	DIR ASSG IT PB DETAIL E10
PAY BAND 55	\$	40.53	DIR ASSG IT PB DETAIL E11
PAY BAND 56	\$	46.03	DIR ASSG IT PB DETAIL E12
PAY BAND 57	\$	47.82	DIR ASSG IT PB DETAIL E13
PAY BAND 58	\$	52.44	DIR ASSG IT PB DETAIL E14
PAY BAND 59	\$	57.92	DIR ASSG IT PB DETAIL E15
PAY BAND 60	\$	64.53	DIR ASSG IT PB DETAIL E16
PAY BAND 61	\$	70.60	DIR ASSG IT PB DETAIL E17
WAGE SCALE 10	\$	35.06	DIR ASSG IT PB DETAIL E18
WAGE SCALE 14	\$	36.02	DIR ASSG IT PB DETAIL E19
WAGE SCALE 16	\$	36.68	DIR ASSG IT PB DETAIL E20
WAGE SCALE 18	\$	37.18	DIR ASSG IT PB DETAIL E21
WAGE SCALE 32	\$	43.73	DIR ASSG IT PB DETAIL E22

000056

DIR ASSG MKTG PB SUM

7-15-98

1998 - 2000 DIRECTLY ASSIGNED LABOR RATES

BST MARKETING	1998 - 2000 DIRECTLY ASSIGNED		REFERENCE
PAY BAND 56	\$	43.28	DIR ASSG MKTG PB DETAIL E10
PAY BAND 57	\$	45.08	DIR ASSG MKTG PB DETAIL E11
PAY BAND 58	\$	49.39	DIR ASSG MKTG PB DETAIL E12
PAY BAND 59	\$	55.17	DIR ASSG MKTG PB DETAIL E13
PAY BAND 61	\$	67.85	DIR ASSG MKTG PB DETAIL E14
WAGE SCALE 10	\$	32.31	DIR ASSG MKTG PB DETAIL E15

000057

DIR ASSG NTKW PB SUM

			7-15-98
1998 - 2000 DIRECTLY ASSIGNED LABOR RATES			
1998 - 2000			
DIRECTLY			
<u>BST NETWORK</u>		<u>ASSIGNED</u>	<u>REFERENCE</u>
PAY BAND 56	\$	43.90	DIR ASSG NTKW PB DETAIL E10
PAY BAND 57	\$	45.69	DIR ASSG NTKW PB DETAIL E11
PAY BAND 58	\$	50.31	DIR ASSG NTKW PB DETAIL E12
PAY BAND 59	\$	55.78	DIR ASSG NTKW PB DETAIL E13
PAY BAND 61	\$	68.43	DIR ASSG NTKW PB DETAIL E14
WAGE SCALE 10	\$	32.96	DIR ASSG NTKW PB DETAIL E15

000058

DIR ASSG FIN PB SUM

7-15-98

1998 - 2000 DIRECTLY ASSIGNED LABOR RATES

1998 - 2000			
DIRECTLY			
<u>BST FINANCE/REGULATORY</u>		<u>ASSIGNED</u>	<u>REFERENCE</u>
PAY BAND 56	\$	41.72	DIR ASSG FIN PB DETAIL E10
PAY BAND 57	\$	43.50	DIR ASSG FIN PB DETAIL E11
PAY BAND 58	\$	48.12	DIR ASSG FIN PB DETAIL E12
PAY BAND 59	\$	53.59	DIR ASSG FIN PB DETAIL E13
PAY BAND 61	\$	66.24	DIR ASSG FIN PB DETAIL E14
WAGE SCALE 10	\$	30.78	DIR ASSG FIN PB DETAIL E15
WAGE SCALE 16	\$	32.39	DIR ASSG FIN PB DETAIL E16

000059

SECURITY DIR ASSG SUM

SECURITY ESCORT			7-15-98
	1998 - 2000		
	DIRECTLY ASSIGNED	REFERENCE	
<u>ACAC</u>			
BASIC	\$ 37.09	SECURITY DIR ASSG ACAC B12	
OVERTIME	\$ 46.99	SECURITY DIR ASSG ACAC B21	
PREMIUM	\$ 56.88	SECURITY DIR ASSG ACAC B30	
<u>COIM - CIR & FAC</u>			
BASIC	\$ 41.24	SECURITY DIR ASSG COIM-CIR&FAC B12	
OVERTIME	\$ 52.06	SECURITY DIR ASSG COIM-CIR&FAC B21	
PREMIUM	\$ 62.88	SECURITY DIR ASSG COIM-CIR&FAC B30	
<u>ICSC/LCSC</u>			
BASIC	\$ 44.00	SECURITY DIR ASSG ICSC LCSC B12	
OVERTIME	\$ 53.06	SECURITY DIR ASSG ICSC LCSC B21	
PREMIUM	\$ 62.11	SECURITY DIR ASSG ICSC LCSC B30	

000060

SHARED LABOR FACTOR

SHARED LABOR FACTOR	
	1997 - 1999
PLANT WORK CENTERS	SHARED LABOR FACTOR
ADDRESS & FACILITY INVENTORY (AFIG)	0.0000
WORK MANAGEMENT CENTER (WMC) - JFC 401X	0.0000
INSTALLATION & MTCE - POTS	0.0000
INSTALLATION & MTCE - SPEC SVCS (SSIM)	0.0000
OUTSIDE PLANT CONSTRUCTION (OSPC)	0.0000
OUTSIDE PLANT ADMIN CENTER (OPAC)	0.0000
CABLE REPAIR TECHNICIAN (CRT)	0.0000
CO INSTALL & MTCE FIELD - SWITCH EQUIP	0.0000
CO INSTALL & MTCE - CIRCUIT & FACILITY	0.0000
RECENT CHANGE LINE TRANS (RCMAG)	0.0000
SWITCH & TRUNK BASED TRANSLATIONS	0.0000
CO INSTALL, MTCE & ADMIN - SOFTWARE	0.0000
TRUNK & CARRIER GROUP (TCG)	0.0000
NETWORK RELIABILITY CENTER (NRC)	0.0000
PROACTIVE ANALYSIS & REPAIR CTR (PAR)	0.0000
CIRCUIT PROVISIONING GROUP (CPG)	0.0000
ACCESS CUSTOMER ADVOCATE CTR (ACAC)	0.0000
EQUIP BILLING ACCURACY CONTROL (EBAC)	0.0000
BUSINESS REPAIR CENTER (BRC)	0.0000
RESIDENCE REPAIR CENTER (RRC)	0.0000
WORK MANAGEMENT CENTER (WMC) - JFC 4WX	0.0000
ENGINEERING FORCE GROUPS	
LAND & BUILDINGS (FG10)	0.0000
NETWORK & ENGINEERING PLANNING (FG20)	0.0000
NETWORK PLUG-IN ADMINISTRATION (PICS)	0.0000
OUTSIDE PLANT ENGINEERING (FG30)	0.0000
COST GROUPS	
CARRIER ACCESS BILLING SYSTEM (CABS)	0.0000
CUSTOMER POINT OF CONTACT - ICSC/LCSC	0.0000
POTS OPERATOR	0.0000
DIRECTORY ASSISTANCE OPERATOR	0.0000
COIN COLLECTOR	0.0000
COLLECTIONS REPRESENTATIVE - RES	0.0000
COLLECTIONS REPRESENTATIVE - BUS	0.0000
BUSINESS OFFICE SERVICE REP - RES	0.0000
BUSINESS OFFICE SERVICE REP - BUS	0.0000
COMPTROLLERS CLERICAL	0.0000
NETWORK SERVICES CLERICAL	0.0000
ACCOUNT EXECUTIVE	
WITH SALES COMPENSATION	0.0000
WITHOUT SALES COMPENSATION	0.0000
SYSTEMS DESIGNER	
WITH SALES COMPENSATION	0.0000
WITHOUT SALES COMPENSATION	0.0000
SERVICE CONSULTANT	0.0000
OTHER THAN IOT, COE & OSP	0.0000

000061

INFL FACTOR

1998 - 2000 TELRIC INFLATION RATE		
PLANT AND COST GROUPS		
1998 - 2.8%	1.028000	
1999 - 3.0%	1.058840	(1.028000*1.030)
2000 - 3.2%	1.092723	(1.058840*1.032)
	3.179563	/ 3 =
		1.059854
ENGINEERING COST GROUPS		
1998 - 2.8%	1.028000	
1999 - 3.0%	1.058840	(1.028000*1.030)
2000 - 3.2%	1.092723	(1.058840*1.032)
	3.179563	/ 3 =
		1.059854
AS OF 9-97		
SOURCE: BELLSOUTH REGION TELEPHONE PLANT INDEXES		

000062

TELRIC DETAIL

A	B	C	D	E	F	G	H
	1998 - 2000 TELRIC LABOR RATES						7-15-98
							1998 - 2000 TELRIC LABOR RATES
<u>PLANT WORK CENTERS</u>	<u>DIRECT S&W*</u>	<u>OTHER DIRECT**</u>	<u>SHARED LABOR FACTOR***</u>	<u>SHARED COSTS (B*D)</u>	<u>LABOR RATES (B+C+E)</u>	<u>1998 - 2000 INFLATION FACTOR****</u>	<u>(F*G)</u>
ADDRESS & FACILITY INVENTORY (AFIG)	\$ 24.23	\$ 7.76	0.0000	\$ -	\$ 31.98	1.059854	\$ 33.90
INSTALLATION & MTCE - POTS	\$ 27.78	\$ 10.90	0.0000	\$ -	\$ 38.68	1.059854	\$ 41.00
INSTALLATION & MTCE - SPEC SVCS (SSIM)	\$ 30.66	\$ 11.29	0.0000	\$ -	\$ 41.94	1.059854	\$ 44.45
OUTSIDE PLANT CONSTRUCTION (OSPC)	\$ 29.58	\$ 12.93	0.0000	\$ -	\$ 42.51	1.059854	\$ 45.05
OUTSIDE PLANT ADMIN CENTER (OPAC)	\$ 23.49	\$ 8.98	0.0000	\$ -	\$ 32.46	1.059854	\$ 34.41
CABLE REPAIR TECHNICIAN (CRT)	\$ 31.58	\$ 12.73	0.0000	\$ -	\$ 44.31	1.059854	\$ 46.96
CO INSTALL & MTCE FIELD - SWITCH EQUIP	\$ 30.30	\$ 12.05	0.0000	\$ -	\$ 42.35	1.059854	\$ 44.88
CO INSTALL & MTCE - CIRCUIT & FACILITY	\$ 28.75	\$ 11.70	0.0000	\$ -	\$ 40.46	1.059854	\$ 42.88
RECENT CHANGE LINE TRANS (RCMAG)	\$ 25.11	\$ 11.56	0.0000	\$ -	\$ 36.66	1.059854	\$ 38.86
SWITCH & TRUNK BASED TRANSLATIONS	\$ 30.72	\$ 12.06	0.0000	\$ -	\$ 42.78	1.059854	\$ 45.34
CO INSTALL, MTCE & ADMIN - SOFTWARE	\$ 35.37	\$ 11.31	0.0000	\$ -	\$ 46.68	1.059854	\$ 49.48
TRUNK & CARRIER GROUP (TCG)	\$ 29.18	\$ 11.91	0.0000	\$ -	\$ 41.09	1.059854	\$ 43.55
NETWORK RELIABILITY CENTER (NRC)	\$ 25.28	\$ 10.38	0.0000	\$ -	\$ 35.66	1.059854	\$ 37.80
PROACTIVE ANALYSIS & REPAIR CTR (PAR)	\$ 25.87	\$ 7.88	0.0000	\$ -	\$ 33.75	1.059854	\$ 35.77
CIRCUIT PROVISIONING GROUP (CPG)	\$ 24.97	\$ 10.00	0.0000	\$ -	\$ 34.97	1.059854	\$ 37.06
ACCESS CUSTOMER ADVOCATE CTR (ACAC)	\$ 27.88	\$ 8.27	0.0000	\$ -	\$ 36.14	1.059854	\$ 38.31
EQUIP BILLING ACCURACY CONTROL (EBAC)	\$ 24.85	\$ 11.54	0.0000	\$ -	\$ 36.39	1.059854	\$ 38.56
BUSINESS REPAIR CENTER (BRC)	\$ 28.62	\$ 8.29	0.0000	\$ -	\$ 36.90	1.059854	\$ 39.11
RESIDENCE REPAIR CENTER (RRC)	\$ 24.26	\$ 8.66	0.0000	\$ -	\$ 32.92	1.059854	\$ 34.89
WORK MANAGEMENT CENTER (WMC)	\$ 24.65	\$ 7.77	0.0000	\$ -	\$ 32.43	1.059854	\$ 34.37
* TOTAL DIR ASSG WORK SHEETS D19+22+26							
** TOTAL DIR ASSG WORK SHEETS D31-D26-D22-D19							
*** SHARED LABOR FACTOR							
**** INFL FACTOR E14							

000063

TELRIC DETAIL

A	B	C	D	E	F	G	H
	DIRECT S&W*	OTHER DIRECT**	SHARED LABOR FACTOR***	SHARED COSTS (B*D)	LABOR RATES (B+C+E)	1998 - 2000 INFLATION FACTOR****	1998 - 2000 TELRIC LABOR RATES (F*G)
ENGINEERING FORCE GROUPS							
LAND & BUILDINGS (FG10)	\$ 47.56	\$ 15.70	0	\$ -	\$ 63.26	1.059854	\$ 67.04
NETWORK & ENGINEERING PLANNING (FG20)	\$ 40.53	\$ 12.50	0	\$ -	\$ 53.03	1.059854	\$ 56.20
NETWORK PLUG-IN ADMINISTRATION (PICS)	\$ 25.74	\$ 9.13	0	\$ -	\$ 34.87	1.059854	\$ 36.96
OUTSIDE PLANT ENGINEERING (FG30)	\$ 34.60	\$ 10.66	0	\$ -	\$ 45.26	1.059854	\$ 47.97
* TOTAL DIR ASSG WORK SHEETS D18							
** TOTAL DIR ASSG WORK SHEETS D22-D18							
*** SHARED LABOR FACTOR							
**** INFL FACTOR E26							
COST GROUPS							
	DIRECT S&W*	OTHER DIRECT**	SHARED LABOR FACTOR***	SHARED COSTS (B*D)	LABOR RATES (B+C+E)	1998 - 2000 INFLATION FACTOR****	1998 - 2000 TELRIC LABOR RATES (F*G)
CARRIER ACCESS BILLING SYSTEM (CABS)	\$ 26.97	\$ 13.91	0	\$ -	\$ 40.88	1.059854	\$ 43.32
CUSTOMER POINT OF CONTACT - ICSC/LCSC	\$ 25.33	\$ 16.99	0	\$ -	\$ 42.32	1.059854	\$ 44.86
POTS OPERATOR	\$ 23.79	\$ 6.94	0	\$ -	\$ 30.74	1.059854	\$ 32.58
DIRECTORY ASSISTANCE OPERATOR	\$ 21.19	\$ 6.83	0	\$ -	\$ 28.01	1.059854	\$ 29.69
COIN COLLECTOR	\$ 26.96	\$ 6.85	0	\$ -	\$ 33.80	1.059854	\$ 35.83
COLLECTIONS REPRESENTATIVE - RES	\$ 25.77	\$ 7.54	0	\$ -	\$ 33.31	1.059854	\$ 35.30
COLLECTIONS REPRESENTATIVE - BUS	\$ 25.07	\$ 7.62	0	\$ -	\$ 32.69	1.059854	\$ 34.65
BUSINESS OFFICE SERVICE REP - RES	\$ 27.97	\$ 7.63	0	\$ -	\$ 35.60	1.059854	\$ 37.73
BUSINESS OFFICE SERVICE REP - BUS	\$ 27.46	\$ 7.82	0	\$ -	\$ 35.28	1.059854	\$ 37.39
COMPROLLERS CLERICAL	\$ 25.43	\$ 13.12	0	\$ -	\$ 38.56	1.059854	\$ 40.86
NETWORK SERVICES CLERICAL	\$ 27.27	\$ 7.82	0	\$ -	\$ 35.09	1.059854	\$ 37.19
* TOTAL DIR ASSG WORK SHEETS D19							
** TOTAL DIR ASSG WORK SHEETS D22-D19							
*** SHARED LABOR FACTOR							

000064

TELRIC DETAIL

**** INFL FACTOR E14							
A	B	C	D	E	F	G	H
							1998 - 2000
							TELRIC
	DIRECT	OTHER	SHARED	SHARED	LABOR	1998 - 2000	LABOR
	S&W*	DIRECT**	LABOR	COSTS	RATES	INFLATION	RATES
			FACTOR***	(B*D)	(B+C+E)	FACTOR****	(F*G)
<u>COST GROUPS (CONTINUED)</u>							
ACCOUNT EXECUTIVE							
WITH SALES COMPENSATION	\$ 56.38	\$ 13.23	0	\$ -	\$ 69.61	1.059854	\$ 73.78
WITHOUT SALES COMPENSATION	\$ 45.80	\$ 10.74	0	\$ -	\$ 56.55	1.059854	\$ 59.93
SYSTEMS DESIGNER							
WITH SALES COMPENSATION	\$ 51.40	\$ 12.06	0	\$ -	\$ 63.46	1.059854	\$ 67.26
WITHOUT SALES COMPENSATION	\$ 47.26	\$ 11.08	0	\$ -	\$ 58.34	1.059854	\$ 61.84
SERVICE CONSULTANT	\$ 34.39	\$ 8.07	0	\$ -	\$ 42.47	1.059854	\$ 45.01
* TOTAL DIR ASSG WORK SHEET AE SD SC							
** TOTAL DIR ASSG WORK SHEET AE SD SC							
*** SHARED LABOR FACTOR							
**** INFL FACTOR E14							

000000

AFIG

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: ADDRESS AND FACILITY INVENTORY			
WCT: AFIG			
JFC: 400X OR 4M1X			
		1996	1997
		CLASSIFIED	CLASSIFIED
		HOURLY COST	HOURLY COST
COMPONENT	1996	(B/B32)	(C*B3)
	DOLLARS**		
DIRECT LABOR-PRODUCTIVE	\$20,767,037.17	\$15.97	\$16.40
DIRECT LABOR-PREMIUM	\$696,625.21	\$0.54	\$0.55
DIRECT LABOR-OTHER EMP	\$934,334.70	\$0.72	\$0.74
DIRECT LABOR-ANN PD ABS	\$2,983,591.45	\$2.29	\$2.36
DIRECT ADMINISTRATION	\$5,292,146.29	\$4.07	\$4.18
TOTAL DIRECT LABOR	\$30,673,734.82	\$23.59	\$24.23
DIRECT LABOR-OTHER COST	\$533,163.49	\$0.41	\$0.42
DIRECT LABOR-OTH COST-BC	\$0.00	\$0.00	\$0.00
OTHER TOOLS-SALARIES	\$0.00	\$0.00	\$0.00
OTHER TOOLS-BENEFITS	\$0.00	\$0.00	\$0.00
OTHER TOOLS-RENTS	\$0.00	\$0.00	\$0.00
OTHER TOOLS-OTHER	\$0.00	\$0.00	\$0.00
MOTOR VEHICLES-SALARIES	\$166.13	\$0.00	\$0.00
MOTOR VEHICLES-BENEFITS	\$39.65	\$0.00	\$0.00
MOTOR VEHICLES-RENTS	\$15.64	\$0.00	\$0.00
MOTOR VEHICLES-OTHER	\$1,202.92	\$0.00	\$0.00
BENEFITS	\$9,286,366.89	\$7.14	\$7.33
TOTAL DIRECTLY ASSIGNED	\$40,494,689.54	\$31.14	\$31.98
TOTAL CLASSIFIED HOURS	1,300,291.00		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000066

I&M POTS

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: INSTALLATION AND MTCE - POTS			
WCT: I&MPOTS			
JFC: 410X			
		1996	1997
		CLASSIFIED	CLASSIFIED
	1996	HOURLY COST	HOURLY COST
<u>COMPONENT</u>	<u>DOLLARS**</u>	<u>(B/B32)</u>	<u>(C*B3)</u>
DIRECT LABOR - PRODUCTIVE	\$ 293,113,391.21	\$ 18.90	\$ 19.41
DIRECT LABOR - PREMIUM	\$ 36,749,886.67	\$ 2.37	\$ 2.43
DIRECT LABOR - OTHER EMPLOYEE	\$ 8,805,705.73	\$ 0.57	\$ 0.58
DIRECT LABOR - ANNUAL PAID ABSENCE	\$ 35,490,861.81	\$ 2.29	\$ 2.35
DIRECT ADMINISTRATION	\$ 41,092,889.82	\$ 2.65	\$ 2.72
TOTAL DIRECT LABOR	\$ 415,252,735.24	\$ 26.78	\$ 27.50
DIRECT LABOR - OTHER COSTS	\$ 9,915,902.30	\$ 0.64	\$ 0.66
DIRECT LABOR - OTHER COSTS - BC	\$ -	\$ -	\$ -
OTHER TOOLS - SALARIES	\$ 651,295.94	\$ 0.04	\$ 0.04
OTHER TOOLS - BENEFITS	\$ 200,032.46	\$ 0.01	\$ 0.01
OTHER TOOLS - RENTS	\$ 480,665.55	\$ 0.03	\$ 0.03
OTHER TOOLS - OTHER	\$ 17,063,990.60	\$ 1.10	\$ 1.13
MOTOR VEHICLES - SALARIES	\$ 3,571,284.18	\$ 0.23	\$ 0.24
MOTOR VEHICLES - BENEFITS	\$ 1,048,184.19	\$ 0.07	\$ 0.07
MOTOR VEHICLES - RENTS	\$ 1,702,720.98	\$ 0.11	\$ 0.11
MOTOR VEHICLES - OTHER	\$ 18,096,258.31	\$ 1.17	\$ 1.20
BENEFITS	\$ 116,059,106.18	\$ 7.49	\$ 7.69
TOTAL DIRECTLY ASSIGNED	\$ 584,042,175.93	\$ 37.67	\$ 38.68
TOTAL CLASSIFIED PROD HOURS	15,505,130.29		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000067

SSIM

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: INSTALLATION & MTCE - SPECIAL SERVICES			
WCT: SSIM			
JFC: 4110			
		1996	1997
		CLASSIFIED	CLASSIFIED
		HOURLY COST	HOURLY COST
COMPONENT	1996	(B/B32)	(C*B3)
	DOLLARS**		
DIRECT LABOR - PRODUCTIVE	\$ 56,009,546.61	\$ 21.69	\$ 22.27
DIRECT LABOR - PREMIUM	\$ 5,803,083.87	\$ 2.25	\$ 2.31
DIRECT LABOR - OTHER EMPLOYEE	\$ 1,421,513.87	\$ 0.55	\$ 0.57
DIRECT LABOR - ANNUAL PAID ABSENCE	\$ 6,049,415.27	\$ 2.34	\$ 2.41
DIRECT ADMINISTRATION	\$ 7,125,736.54	\$ 2.76	\$ 2.83
TOTAL DIRECT LABOR	\$ 76,409,296.16	\$ 29.59	\$ 30.38
DIRECT LABOR - OTHER COSTS	\$ 2,625,976.81	\$ 1.02	\$ 1.04
DIRECT LABOR - OTHER COSTS - BC	\$ -	\$ -	\$ -
OTHER TOOLS - SALARIES	\$ 95,054.97	\$ 0.04	\$ 0.04
OTHER TOOLS - BENEFITS	\$ 29,239.56	\$ 0.01	\$ 0.01
OTHER TOOLS - RENTS	\$ 70,863.99	\$ 0.03	\$ 0.03
OTHER TOOLS - OTHER	\$ 2,500,621.59	\$ 0.97	\$ 0.99
MOTOR VEHICLES - SALARIES	\$ 586,514.07	\$ 0.23	\$ 0.23
MOTOR VEHICLES - BENEFITS	\$ 171,063.04	\$ 0.07	\$ 0.07
MOTOR VEHICLES - RENTS	\$ 264,735.94	\$ 0.10	\$ 0.11
MOTOR VEHICLES - OTHER	\$ 2,963,712.92	\$ 1.15	\$ 1.18
BENEFITS	\$ 19,756,722.69	\$ 7.65	\$ 7.86
TOTAL DIRECTLY ASSIGNED	\$ 105,473,801.74	\$ 40.84	\$ 41.94
TOTAL CLASSIFIED PROD HOURS	2,582,681.02		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000068

OSPC

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: OUTSIDE PLANT CONSTRUCTION			
WCT: OSPC			
JFC: 420X OR 421X			
		1996	1997
		CLASSIFIED	CLASSIFIED
	1996	HOURLY COST	HOURLY COST
COMPONENT	DOLLARS**	(B/B32)	(C*B3)
DIRECT LABOR - PRODUCTIVE	\$ 155,896,205.91	\$ 20.09	\$ 20.63
DIRECT LABOR - PREMIUM	\$ 8,753,828.19	\$ 1.13	\$ 1.16
DIRECT LABOR - OTHER EMPLOYEE	\$ 6,487,978.93	\$ 0.84	\$ 0.86
DIRECT LABOR - ANNUAL PAID ABSENCE	\$ 19,817,979.99	\$ 2.55	\$ 2.62
DIRECT ADMINISTRATION	\$ 29,392,458.82	\$ 3.79	\$ 3.89
TOTAL DIRECT LABOR	\$ 220,348,451.84	\$ 28.39	\$ 29.16
DIRECT LABOR - OTHER COSTS	\$ 7,297,604.01	\$ 0.94	\$ 0.97
DIRECT LABOR - OTHER COSTS - BC	\$ -	\$ -	\$ -
OTHER TOOLS - SALARIES	\$ 324,187.80	\$ 0.04	\$ 0.04
OTHER TOOLS - BENEFITS	\$ 99,284.23	\$ 0.01	\$ 0.01
OTHER TOOLS - RENTS	\$ 206,043.72	\$ 0.03	\$ 0.03
OTHER TOOLS - OTHER	\$ 8,381,558.92	\$ 1.08	\$ 1.11
MOTOR VEHICLES - SALARIES	\$ 2,852,690.71	\$ 0.37	\$ 0.38
MOTOR VEHICLES - BENEFITS	\$ 849,310.45	\$ 0.11	\$ 0.11
MOTOR VEHICLES - RENTS	\$ 1,471,970.90	\$ 0.19	\$ 0.19
MOTOR VEHICLES - OTHER	\$ 14,882,348.57	\$ 1.92	\$ 1.97
BENEFITS	\$ 64,520,731.87	\$ 8.31	\$ 8.54
TOTAL DIRECTLY ASSIGNED	\$ 321,234,183.02	\$ 41.39	\$ 42.51
TOTAL CLASSIFIED PROD HOURS	7,760,965.04		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000069

OPAC

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: OUTSIDE PLANT ADMINISTRATION CENTER			
WCT: OPAC			
JFC: 424X			
		1996	1997
		CLASSIFIED	CLASSIFIED
		HOURLY COST	HOURLY COST
COMPONENT	1996	(B/B32)	(C*B3)
	DOLLARS**		
DIRECT LABOR - PRODUCTIVE	\$ 10,700,954.29	\$ 15.68	\$ 16.10
DIRECT LABOR - PREMIUM	\$ 206,523.19	\$ 0.30	\$ 0.31
DIRECT LABOR - OTHER EMPLOYEE	\$ 529,764.71	\$ 0.78	\$ 0.80
DIRECT LABOR - ANNUAL PAID ABSENCE	\$ 1,711,135.10	\$ 2.51	\$ 2.57
DIRECT ADMINISTRATION	\$ 2,463,655.70	\$ 3.61	\$ 3.71
TOTAL DIRECT LABOR	\$ 15,612,032.99	\$ 22.87	\$ 23.49
DIRECT LABOR - OTHER COSTS	\$ 657,132.05	\$ 0.96	\$ 0.99
DIRECT LABOR - OTHER COSTS - BC	\$ -	\$ -	\$ -
OTHER TOOLS - SALARIES	\$ -	\$ -	\$ -
OTHER TOOLS - BENEFITS	\$ -	\$ -	\$ -
OTHER TOOLS - RENTS	\$ -	\$ -	\$ -
OTHER TOOLS - OTHER	\$ -	\$ -	\$ -
MOTOR VEHICLES - SALARIES	\$ -	\$ -	\$ -
MOTOR VEHICLES - BENEFITS	\$ -	\$ -	\$ -
MOTOR VEHICLES - RENTS	\$ -	\$ -	\$ -
MOTOR VEHICLES - OTHER	\$ -	\$ -	\$ -
BENEFITS	\$ 5,310,175.39	\$ 7.78	\$ 7.99
TOTAL DIRECTLY ASSIGNED	\$ 21,579,340.43	\$ 31.61	\$ 32.46
TOTAL CLASSIFIED PROD HOURS	682,645.56		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000070

CRT

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: CABLE REPAIR TECHNICIAN			
WCT: CRT			
JFC: 422X OR 423X OR 425X OR 426X			
		1996	1997
		CLASSIFIED	CLASSIFIED
	1996	HOURLY COST	HOURLY COST
COMPONENT	DOLLARS**	(B/B32)	(C*B3)
DIRECT LABOR - PRODUCTIVE	\$ 143,901,243.54	\$ 20.46	\$ 21.01
DIRECT LABOR - PREMIUM	\$ 19,481,078.66	\$ 2.77	\$ 2.84
DIRECT LABOR - OTHER EMPLOYEE	\$ 5,725,641.82	\$ 0.81	\$ 0.84
DIRECT LABOR - ANNUAL PAID ABSENCE	\$ 18,355,953.10	\$ 2.61	\$ 2.68
DIRECT ADMINISTRATION	\$ 25,884,288.98	\$ 3.68	\$ 3.78
TOTAL DIRECT LABOR	\$ 213,348,206.10	\$ 30.33	\$ 31.15
DIRECT LABOR - OTHER COSTS	\$ 5,744,956.20	\$ 0.82	\$ 0.84
DIRECT LABOR - OTHER COSTS - BC	\$ -	\$ -	\$ -
OTHER TOOLS - SALARIES	\$ 301,738.03	\$ 0.04	\$ 0.04
OTHER TOOLS - BENEFITS	\$ 92,319.34	\$ 0.01	\$ 0.01
OTHER TOOLS - RENTS	\$ 183,140.85	\$ 0.03	\$ 0.03
OTHER TOOLS - OTHER	\$ 7,601,887.85	\$ 1.08	\$ 1.11
MOTOR VEHICLES - SALARIES	\$ 2,654,988.32	\$ 0.38	\$ 0.39
MOTOR VEHICLES - BENEFITS	\$ 772,679.10	\$ 0.11	\$ 0.11
MOTOR VEHICLES - RENTS	\$ 1,127,060.67	\$ 0.16	\$ 0.16
MOTOR VEHICLES - OTHER	\$ 13,429,958.55	\$ 1.91	\$ 1.96
BENEFITS	\$ 58,225,008.52	\$ 8.28	\$ 8.50
TOTAL DIRECTLY ASSIGNED	\$ 303,481,943.53	\$ 43.14	\$ 44.31
TOTAL CLASSIFIED PROD HOURS	7,034,659.01		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000071

COIM-CIR&FAC

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: CO INSTALLATION & MTCE - CIRCUIT & FACILITY			
WCT: COIM-CIR & FAC			
JFC: 431X			
		1996	1997
		CLASSIFIED	CLASSIFIED
	1996	HOURLY COST	HOURLY COST
COMPONENT	DOLLARS**	(B/B32)	(C*B3)
DIRECT LABOR - PRODUCTIVE	\$ 41,494,225.63	\$ 19.88	\$ 20.42
DIRECT LABOR - PREMIUM	\$ 3,134,795.31	\$ 1.50	\$ 1.54
DIRECT LABOR - OTHER EMPLOYEE	\$ 1,529,570.99	\$ 0.73	\$ 0.75
DIRECT LABOR - ANNUAL PAID ABSENCE	\$ 5,637,555.36	\$ 2.70	\$ 2.77
DIRECT ADMINISTRATION	\$ 6,429,727.89	\$ 3.08	\$ 3.16
TOTAL DIRECT LABOR	\$ 58,225,875.18	\$ 27.90	\$ 28.65
DIRECT LABOR - OTHER COSTS	\$ 3,366,047.94	\$ 1.61	\$ 1.66
DIRECT LABOR - OTHER COSTS - BC	\$ 94.40	\$ 0.00	\$ 0.00
OTHER TOOLS - SALARIES	\$ 72,170.93	\$ 0.03	\$ 0.04
OTHER TOOLS - BENEFITS	\$ 22,286.48	\$ 0.01	\$ 0.01
OTHER TOOLS - RENTS	\$ 33,011.29	\$ 0.02	\$ 0.02
OTHER TOOLS - OTHER	\$ 1,895,485.70	\$ 0.91	\$ 0.93
MOTOR VEHICLES - SALARIES	\$ 137,268.19	\$ 0.07	\$ 0.07
MOTOR VEHICLES - BENEFITS	\$ 39,692.14	\$ 0.02	\$ 0.02
MOTOR VEHICLES - RENTS	\$ 53,645.46	\$ 0.03	\$ 0.03
MOTOR VEHICLES - OTHER	\$ 658,370.24	\$ 0.32	\$ 0.32
BENEFITS	\$ 17,711,009.58	\$ 8.49	\$ 8.72
TOTAL DIRECTLY ASSIGNED	\$ 82,214,957.53	\$ 39.39	\$ 40.46
TOTAL CLASSIFIED PROD HOURS	2,087,108.85		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000072

COIM-SW EQ

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: CO INSTALLATION AND MTCE FIELD - SWITCH EQUIP			
WCT: COIM-SW EQ			
JFC: 430X			
		1996	1997
		CLASSIFIED	CLASSIFIED
	1996	HOURLY COST	HOURLY COST
COMPONENT	DOLLARS**	(B/B32)	(C*B3)
DIRECT LABOR - PRODUCTIVE	\$ 77,413,727.48	\$ 21.42	\$ 22.00
DIRECT LABOR - PREMIUM	\$ 4,974,801.00	\$ 1.38	\$ 1.41
DIRECT LABOR - OTHER EMPLOYEE	\$ 2,626,166.98	\$ 0.73	\$ 0.75
DIRECT LABOR - ANNUAL PAID ABSENCE	\$ 9,871,074.66	\$ 2.73	\$ 2.81
DIRECT ADMINISTRATION	\$ 11,330,657.69	\$ 3.14	\$ 3.22
TOTAL DIRECT LABOR	\$ 106,216,427.81	\$ 29.40	\$ 30.19
DIRECT LABOR - OTHER COSTS	\$ 6,313,990.24	\$ 1.75	\$ 1.79
DIRECT LABOR - OTHER COSTS - BC	\$ 140.51	\$ 0.00	\$ 0.00
OTHER TOOLS - SALARIES	\$ 141,888.03	\$ 0.04	\$ 0.04
OTHER TOOLS - BENEFITS	\$ 43,266.63	\$ 0.01	\$ 0.01
OTHER TOOLS - RENTS	\$ 129,493.17	\$ 0.04	\$ 0.04
OTHER TOOLS - OTHER	\$ 3,307,011.46	\$ 0.92	\$ 0.94
MOTOR VEHICLES - SALARIES	\$ 248,584.76	\$ 0.07	\$ 0.07
MOTOR VEHICLES - BENEFITS	\$ 71,058.80	\$ 0.02	\$ 0.02
MOTOR VEHICLES - RENTS	\$ 92,408.11	\$ 0.03	\$ 0.03
MOTOR VEHICLES - OTHER	\$ 1,248,962.60	\$ 0.35	\$ 0.35
BENEFITS	\$ 31,183,978.52	\$ 8.63	\$ 8.86
TOTAL DIRECTLY ASSIGNED	\$ 148,997,210.64	\$ 41.24	\$ 42.35
TOTAL CLASSIFIED PROD HOURS	3,613,360.58		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

RCMAG

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: RECENT CHANGE MEMORY LINE TRANSLATION			
WCT: RCMAG			
JFC: 4321 OR 4N1X			
		1996	1997
		CLASSIFIED	CLASSIFIED
		HOURLY COST	HOURLY COST
COMPONENT	1996	(B/B32)	(C*B3)
	DOLLARS**		
DIRECT LABOR-PRODUCTIVE	\$9,627,740.30	\$16.09	\$16.52
DIRECT LABOR-PREMIUM	\$703,316.51	\$1.18	\$1.21
DIRECT LABOR-OTHER EMP	\$417,025.35	\$0.70	\$0.72
DIRECT LABOR-ANN PD ABS	\$1,587,096.44	\$2.65	\$2.72
DIRECT ADMINISTRATION	\$2,237,899.06	\$3.74	\$3.84
TOTAL DIRECT LABOR	\$14,573,077.66	\$24.35	\$25.01
DIRECT LABOR-OTHER COST	\$996,889.16	\$1.67	\$1.71
DIRECT LABOR-OTH COST-BC	\$35.08	\$0.00	\$0.00
OTHER TOOLS-SALARIES	\$20,115.95	\$0.03	\$0.03
OTHER TOOLS-BENEFITS	\$6,154.23	\$0.01	\$0.01
OTHER TOOLS-RENTS	\$12,128.21	\$0.02	\$0.02
OTHER TOOLS-OTHER	\$510,688.45	\$0.85	\$0.88
MOTOR VEHICLES-SALARIES	\$38,160.91	\$0.06	\$0.07
MOTOR VEHICLES-BENEFITS	\$10,925.19	\$0.02	\$0.02
MOTOR VEHICLES-RENTS	\$15,890.38	\$0.03	\$0.03
MOTOR VEHICLES-OTHER	\$194,706.46	\$0.33	\$0.33
BENEFITS	\$4,987,138.03	\$8.33	\$8.56
TOTAL DIRECTLY ASSIGNED	\$21,365,909.71	\$35.70	\$36.66
TOTAL CLASSIFIED HOURS	598,511.50		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000074

TRANSLATIONS

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: SWITCH AND TRUNK BASED TRANSLATIONS			
WCT: TRANSLATIONS			
JFC: 432X OR 4N2X			
		1996	1997
		CLASSIFIED	CLASSIFIED
	1996	HOURLY COST	HOURLY COST
COMPONENT	DOLLARS**	(B/B32)	(C*B3)
DIRECT LABOR - PRODUCTIVE	\$ 14,216,474.48	\$20.69	\$21.25
DIRECT LABOR - PREMIUM	\$ 1,291,663.99	\$1.88	\$1.93
DIRECT LABOR - OTHER EMPLOYEE	\$ 502,307.41	\$0.73	\$0.75
DIRECT LABOR - ANNUAL PAID ABSENCE	\$ 1,870,076.80	\$2.72	\$2.80
DIRECT ADMINISTRATION	\$ 2,597,286.30	\$3.78	\$3.88
TOTAL DIRECT LABOR	\$ 20,477,808.98	\$29.81	\$30.61
DIRECT LABOR - OTHER COSTS	\$ 1,153,275.91	\$1.68	\$1.72
DIRECT LABOR - OTHER COSTS - BC	\$ 36.88	\$0.00	\$0.00
OTHER TOOLS - SALARIES	\$ 23,773.15	\$0.03	\$0.04
OTHER TOOLS - BENEFITS	\$ 7,224.62	\$0.01	\$0.01
OTHER TOOLS - RENTS	\$ 12,095.45	\$0.02	\$0.02
OTHER TOOLS - OTHER	\$ 596,665.21	\$0.87	\$0.89
MOTOR VEHICLES - SALARIES	\$ 46,979.99	\$0.07	\$0.07
MOTOR VEHICLES - BENEFITS	\$ 13,306.41	\$0.02	\$0.02
MOTOR VEHICLES - RENTS	\$ 16,744.06	\$0.02	\$0.03
MOTOR VEHICLES - OTHER	\$ 238,415.06	\$0.35	\$0.36
BENEFITS	\$ 6,027,415.87	\$8.77	\$9.01
TOTAL DIRECTLY ASSIGNED	\$ 28,613,741.59	\$41.65	\$42.78
TOTAL CLASSIFIED PROD HOURS	686,970.22		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000075

SOFTWARE

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: CO INSTALLATION, MAINTENANCE AND ADMINISTRATION-SOFTWARE			
WCT: SOFTWARE			
JFC: 4322 OR 4323 OR 4324			
		1996	1997
		CLASSIFIED	CLASSIFIED
	1996	HOURLY COST	HOURLY COST
COMPONENT	DOLLARS**	(B/B32)	(C*B3)
DIRECT LABOR-PRODUCTIVE	\$187,293.48	\$27.45	\$28.19
DIRECT LABOR-PREMIUM	\$8,947.20	\$1.31	\$1.35
DIRECT LABOR-OTHER EMP	\$8,659.32	\$1.27	\$1.30
DIRECT LABOR-ANN PD ABS	\$17,357.96	\$2.54	\$2.61
DIRECT ADMINISTRATION	\$12,689.40	\$1.86	\$1.91
TOTAL DIRECT LABOR	\$234,947.36	\$34.44	\$35.37
DIRECT LABOR-OTHER COST	\$6,891.94	\$1.01	\$1.04
DIRECT LABOR-OTH COST-BC	\$0.00	\$0.00	\$0.00
OTHER TOOLS-SALARIES	\$5.83	\$0.00	\$0.00
OTHER TOOLS-BENEFITS	\$1.64	\$0.00	\$0.00
OTHER TOOLS-RENTS	\$0.08	\$0.00	\$0.00
OTHER TOOLS-OTHER	\$3,610.20	\$0.53	\$0.54
MOTOR VEHICLES-SALARIES	\$24.86	\$0.00	\$0.00
MOTOR VEHICLES-BENEFITS	\$8.62	\$0.00	\$0.00
MOTOR VEHICLES-RENTS	\$59.52	\$0.01	\$0.01
MOTOR VEHICLES-OTHER	\$170.18	\$0.02	\$0.03
BENEFITS	\$64,423.23	\$9.44	\$9.70
TOTAL DIRECTLY ASSIGNED	\$310,143.46	\$45.46	\$46.68
TOTAL CLASSIFIED HOURS	6822.76		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000076

TCG

A	B	C	D
INFLATION REGION:*	1.027		
STATE: REGION			
FG/FSG: TRUNK AND CARRIER GROUP			
WCT: TCG			
JFC: 4331 OR 4342 OR 473X OR 4N5X			
		1996	1997
		CLASSIFIED	CLASSIFIED
		HOULY COST	HOURLY COST
COMPONENT	1996	1996	1997
	DOLLARS**	(B/B32)	(C*B3)
DIRECT LABOR - PRODUCTIVE	\$ 7,385,510.60	\$20.17	\$20.71
DIRECT LABOR - PREMIUM	\$ 361,466.28	\$0.99	\$1.01
DIRECT LABOR - OTHER EMPLOYEE	\$ 264,876.68	\$0.72	\$0.74
DIRECT LABOR - ANNUAL PAID ABSENCE	\$ 990,453.24	\$2.70	\$2.78
DIRECT ADMINISTRATION	\$ 1,370,358.11	\$3.74	\$3.84
TOTAL DIRECT LABOR	\$ 10,372,664.91	\$28.33	\$29.09
DIRECT LABOR - OTHER COSTS	\$ 634,109.03	\$1.73	\$1.78
DIRECT LABOR - OTHER COSTS - BC	\$ 25.21	\$0.00	\$0.00
OTHER TOOLS - SALARIES	\$ 10,570.65	\$0.03	\$0.03
OTHER TOOLS - BENEFITS	\$ 3,285.57	\$0.01	\$0.01
OTHER TOOLS - RENTS	\$ 3,821.75	\$0.01	\$0.01
OTHER TOOLS - OTHER	\$ 277,042.12	\$0.76	\$0.78
MOTOR VEHICLES - SALARIES	\$ 21,850.11	\$0.06	\$0.06
MOTOR VEHICLES - BENEFITS	\$ 6,222.74	\$0.02	\$0.02
MOTOR VEHICLES - RENTS	\$ 8,615.66	\$0.02	\$0.02
MOTOR VEHICLES - OTHER	\$ 110,357.33	\$0.30	\$0.31
BENEFITS	\$ 3,202,466.06	\$8.75	\$8.98
TOTAL DIRECTLY ASSIGNED	\$ 14,651,031.14	\$40.01	\$41.09
TOTAL CLASSIFIED PROD HOURS	366,195.54		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000077

NRC

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: NETWORK RELIABILITY CENTER			
WCT: NRC			
JFC: 4LXX OR 4330 OR 4341			
		1996	1997
		PRODUCTIVE	PRODUCTIVE
		HOURLY COST	HOURLY COST
COMPONENT	1996	(B/B32)	(C*B3)
	DOLLARS**		
DIRECT LABOR - PRODUCTIVE	\$ 5,622,421.97	\$17.18	\$17.64
DIRECT LABOR - PREMIUM	\$ 547,748.91	\$1.67	\$1.72
DIRECT LABOR - OTHER EMPLOYEE	\$ 226,115.87	\$0.69	\$0.71
DIRECT LABOR - ANNUAL PAID ABSENCE	\$ 830,317.30	\$2.54	\$2.61
DIRECT ADMINISTRATION	\$ 809,148.85	\$2.47	\$2.54
TOTAL DIRECT LABOR	\$ 8,035,752.91	\$24.55	\$25.21
DIRECT LABOR - OTHER COSTS	\$ 806,879.24	\$2.47	\$2.53
DIRECT LABOR - OTHER COSTS - BC	\$ -	\$0.00	\$0.00
OTHER TOOLS - SALARIES	\$ 344.20	\$0.00	\$0.00
OTHER TOOLS - BENEFITS	\$ 116.64	\$0.00	\$0.00
OTHER TOOLS - RENTS	\$ 24.27	\$0.00	\$0.00
OTHER TOOLS - OTHER	\$ 17,266.29	\$0.05	\$0.05
MOTOR VEHICLES - SALARIES	\$ 21,734.94	\$0.07	\$0.07
MOTOR VEHICLES - BENEFITS	\$ 6,457.55	\$0.02	\$0.02
MOTOR VEHICLES - RENTS	\$ 12,303.75	\$0.04	\$0.04
MOTOR VEHICLES - OTHER	\$ 57,591.63	\$0.18	\$0.18
BENEFITS	\$ 2,407,015.27	\$7.35	\$7.55
TOTAL DIRECTLY ASSIGNED	\$ 11,365,486.69	\$34.72	\$35.66
TOTAL PRODUCTIVE HOURS	327,299.89		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000078

PAR

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: PROACTIVE ANALYSIS AND REPAIR CENTER			
WCT: PAR			
JFC: 4PXX OR 4332			
		1996	1997
		CLASSIFIED	CLASSIFIED
	1996	HOURLY COST	HOURLY COST
COMPONENT	DOLLARS**	(B/B32)	(C*B3)
DIRECT LABOR-PRODUCTIVE	\$744,785.41	\$17.23	\$17.69
DIRECT LABOR-PREMIUM	\$5,416.72	\$0.13	\$0.13
DIRECT LABOR-OTHER EMP	\$30,145.58	\$0.70	\$0.72
DIRECT LABOR-ANN PD ABS	\$100,632.79	\$2.33	\$2.39
DIRECT ADMINISTRATION	\$207,864.42	\$4.81	\$4.94
TOTAL DIRECT LABOR	\$1,088,844.92	\$25.19	\$25.87
DIRECT LABOR-OTHER COST	\$21,668.28	\$0.50	\$0.51
DIRECT LABOR-OTH COST-BC	\$0.00	\$0.00	\$0.00
OTHER TOOLS-SALARIES	\$29.18	\$0.00	\$0.00
OTHER TOOLS-BENEFITS	\$8.71	\$0.00	\$0.00
OTHER TOOLS-RENTS	\$1.82	\$0.00	\$0.00
OTHER TOOLS-OTHER	\$715.28	\$0.02	\$0.02
MOTOR VEHICLES-SALARIES	\$60.74	\$0.00	\$0.00
MOTOR VEHICLES-BENEFITS	\$16.57	\$0.00	\$0.00
MOTOR VEHICLES-RENTS	\$0.42	\$0.00	\$0.00
MOTOR VEHICLES-OTHER	\$173.46	\$0.00	\$0.00
BENEFITS	\$309,237.42	\$7.15	\$7.35
TOTAL DIRECTLY ASSIGNED	\$1,420,756.80	\$32.86	\$33.75
TOTAL CLASSIFIED HOURS	43,231.25		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000079

CPG

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: CIRCUIT PROVISIONING GROUP			
WCT: CPG			
JFC: 470X OR 4N4X			
		1996	1997
		CLASSIFIED	CLASSIFIED
	1996	HOURLY COST	HOURLY COST
COMPONENT	DOLLARS**	(B/B32)	(C*B3)
DIRECT LABOR - PRODUCTIVE	\$ 9,042,764.47	\$16.62	\$17.07
DIRECT LABOR - PREMIUM	\$ 240,423.35	\$0.44	\$0.45
DIRECT LABOR - OTHER EMPLOYEE	\$ 380,143.67	\$0.70	\$0.72
DIRECT LABOR - ANNUAL PAID ABSENCE	\$ 1,456,469.39	\$2.68	\$2.75
DIRECT ADMINISTRATION	\$ 2,104,619.55	\$3.87	\$3.97
TOTAL DIRECT LABOR	\$ 13,224,420.43	\$24.31	\$24.97
DIRECT LABOR - OTHER COSTS	\$ 817,903.09	\$1.50	\$1.54
DIRECT LABOR - OTHER COSTS - BC	\$ 23.77	\$0.00	\$0.00
OTHER TOOLS - SALARIES	\$ 82.12	\$0.00	\$0.00
OTHER TOOLS - BENEFITS	\$ 26.52	\$0.00	\$0.00
OTHER TOOLS - RENTS	\$ 16.95	\$0.00	\$0.00
OTHER TOOLS - OTHER	\$ 2,265.60	\$0.00	\$0.00
MOTOR VEHICLES - SALARIES	\$ 115.75	\$0.00	\$0.00
MOTOR VEHICLES - BENEFITS	\$ 44.12	\$0.00	\$0.00
MOTOR VEHICLES - RENTS	\$ 137.83	\$0.00	\$0.00
MOTOR VEHICLES - OTHER	\$ 477.99	\$0.00	\$0.00
BENEFITS	\$ 4,476,221.70	\$0.00	\$0.00
TOTAL DIRECTLY ASSIGNED	\$ 18,521,735.87	\$34.05	\$34.97
TOTAL CLASSIFIED PROD HOURS	543,952.00		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000080

ACAC

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: ACCESS CUSTOMER ADVOCATE CENTER			
WCT: ACAC			
JFC: 4AXX OR 471X			
		1996	1997
		PRODUCTIVE	INFLATED
	1996	HOURLY COST	HOURLY COST
<u>COMPONENT</u>	<u>DOLLARS**</u>	<u>(B/B32)</u>	<u>(C*B3)</u>
DIRECT LABOR - PRODUCTIVE	\$ 1,202,074.42	\$18.19	\$18.68
DIRECT LABOR - PREMIUM	\$ 73,913.25	\$1.12	\$1.15
DIRECT LABOR - OTHER EMPLOYEE	\$ 42,109.64	\$0.64	\$0.65
DIRECT LABOR - ANNUAL PAID ABSENCE	\$ 166,637.80	\$2.52	\$2.59
DIRECT ADMINISTRATION	\$ 309,049.41	\$4.68	\$4.80
TOTAL DIRECT LABOR	\$ 1,793,784.52	\$27.14	\$27.87
DIRECT LABOR - OTHER COSTS	\$ 57,651.93	\$0.87	\$0.90
DIRECT LABOR - OTHER COSTS - BC	\$ -	\$0.00	\$0.00
OTHER TOOLS - SALARIES	\$ 29.24	\$0.00	\$0.00
OTHER TOOLS - BENEFITS	\$ 9.71	\$0.00	\$0.00
OTHER TOOLS - RENTS	\$ 2.24	\$0.00	\$0.00
OTHER TOOLS - OTHER	\$ 898.75	\$0.01	\$0.01
MOTOR VEHICLES - SALARIES	\$ 306.70	\$0.00	\$0.00
MOTOR VEHICLES - BENEFITS	\$ 70.46	\$0.00	\$0.00
MOTOR VEHICLES - RENTS	\$ 279.81	\$0.00	\$0.00
MOTOR VEHICLES - OTHER	\$ 1,471.46	\$0.02	\$0.02
BENEFITS	\$ 471,595.10	\$7.13	\$7.33
TOTAL DIRECTLY ASSIGNED	\$ 2,326,099.92	\$35.19	\$36.14
TOTAL PRODUCTIVE HOURS	66,096.58		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000081

EBAC

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: EQUIPMENT BILLING ACCURACY CONTROL			
WCT: EBAC			
JFC: 472X OR 4N3X			
		1996	1997
		CLASSIFIED	CLASSIFIED
	1996	HOURLY COST	HOURLY COST
COMPONENT	DOLLARS**	(B/B32)	(C*B3)
DIRECT LABOR-PRODUCTIVE	\$1,996,679.45	\$16.32	\$16.76
DIRECT LABOR-PREMIUM	\$91,003.96	\$0.74	\$0.76
DIRECT LABOR-OTHER EMP	\$86,583.73	\$0.71	\$0.73
DIRECT LABOR-ANN PD ABS	\$322,454.47	\$2.63	\$2.71
DIRECT ADMINISTRATION	\$450,965.09	\$3.69	\$3.78
TOTAL DIRECT LABOR	\$2,947,686.70	\$24.09	\$24.74
DIRECT LABOR-OTHER COST	\$198,466.05	\$1.62	\$1.67
DIRECT LABOR-OTH COST-BC	\$4.67	\$0.00	\$0.00
OTHER TOOLS-SALARIES	\$4,436.33	\$0.04	\$0.04
OTHER TOOLS-BENEFITS	\$1,322.66	\$0.01	\$0.01
OTHER TOOLS-RENTS	\$3,956.21	\$0.03	\$0.03
OTHER TOOLS-OTHER	\$110,091.25	\$0.90	\$0.92
MOTOR VEHICLES-SALARIES	\$8,965.16	\$0.07	\$0.08
MOTOR VEHICLES-BENEFITS	\$2,572.17	\$0.02	\$0.02
MOTOR VEHICLES-RENTS	\$3,175.88	\$0.03	\$0.03
MOTOR VEHICLES-OTHER	\$44,076.68	\$0.36	\$0.37
BENEFITS	\$1,010,985.17	\$8.26	\$8.48
TOTAL DIRECTLY ASSIGNED	\$4,335,738.93	\$35.43	\$36.39
TOTAL CLASSIFIED HOURS	122,374.50		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000082

BRC

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: BUSINESS REPAIR CENTER			
WCT: BRC			
JFC: 4BXX			
		1996	1997
		CLASSIFIED	CLASSIFIED
	1996	HOURLY COST	HOURLY COST
COMPONENT	DOLLARS**	(B/B32)	(C*B3)
DIRECT LABOR-PRODUCTIVE	\$20,742,404.71	\$18.94	\$19.46
DIRECT LABOR-PREMIUM	\$1,686,270.39	\$1.54	\$1.58
DIRECT LABOR-OTHER EMP	\$1,484,224.07	\$1.36	\$1.39
DIRECT LABOR-ANN PD ABS	\$3,146,818.17	\$2.87	\$2.95
DIRECT ADMINISTRATION	\$3,441,459.11	\$3.14	\$3.23
TOTAL DIRECT LABOR	\$30,501,176.45	\$27.86	\$28.61
DIRECT LABOR-OTHER COST	\$514,441.86	\$0.47	\$0.48
DIRECT LABOR-OTH COST-BC	\$7.26	\$0.00	\$0.00
OTHER TOOLS-SALARIES	\$242.05	\$0.00	\$0.00
OTHER TOOLS-BENEFITS	\$82.84	\$0.00	\$0.00
OTHER TOOLS-RENTS	\$74.89	\$0.00	\$0.00
OTHER TOOLS-OTHER	\$13,736.12	\$0.01	\$0.01
MOTOR VEHICLES-SALARIES	\$5,180.16	\$0.00	\$0.00
MOTOR VEHICLES-BENEFITS	\$1,618.39	\$0.00	\$0.00
MOTOR VEHICLES-RENTS	\$2,972.94	\$0.00	\$0.00
MOTOR VEHICLES-OTHER	\$20,511.80	\$0.02	\$0.02
BENEFITS	\$8,281,421.72	\$7.56	\$7.77
TOTAL DIRECTLY ASSIGNED	\$39,341,466.48	\$35.93	\$36.90
TOTAL CLASSIFIED HOURS	1,094,881.25		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000083

RRC

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: RESIDENCE REPAIR CENTER			
WCT: RRC			
JFC: 4RXX			
		1996	1997
		CLASSIFIED	CLASSIFIED
	1996	HOURLY COST	HOURLY COST
COMPONENT	DOLLARS**	(B/B32)	(C*B3)
DIRECT LABOR-PRODUCTIVE	\$7,402,890.40	\$15.44	\$15.85
DIRECT LABOR-PREMIUM	\$658,872.75	\$1.37	\$1.41
DIRECT LABOR-OTHER EMP	\$393,338.58	\$0.82	\$0.84
DIRECT LABOR-ANN PD ABS	\$1,129,071.66	\$2.35	\$2.42
DIRECT ADMINISTRATION	\$1,741,062.48	\$3.63	\$3.73
TOTAL DIRECT LABOR	\$11,325,235.87	\$23.62	\$24.26
DIRECT LABOR-OTHER COST	\$98,561.13	\$0.21	\$0.21
DIRECT LABOR-OTH COST-BC	\$0.00	\$0.00	\$0.00
OTHER TOOLS-SALARIES	\$0.00	\$0.00	\$0.00
OTHER TOOLS-BENEFITS	\$0.00	\$0.00	\$0.00
OTHER TOOLS-RENTS	\$0.00	\$0.00	\$0.00
OTHER TOOLS-OTHER	\$0.00	\$0.00	\$0.00
MOTOR VEHICLES-SALARIES	\$1,012.18	\$0.00	\$0.00
MOTOR VEHICLES-BENEFITS	\$272.58	\$0.00	\$0.00
MOTOR VEHICLES-RENTS	\$319.61	\$0.00	\$0.00
MOTOR VEHICLES-OTHER	\$4,693.99	\$0.01	\$0.01
BENEFITS	\$3,939,398.87	\$8.22	\$8.44
TOTAL DIRECTLY ASSIGNED	\$15,369,494.23	\$32.05	\$32.92
TOTAL CLASSIFIED HOURS	479,529.25		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000084

WMC

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: WORK MANAGEMENT CENTER			
WCT: WMC			
JFC: 4WXX OR 401X			
		1996	1997
		CLASSIFIED	CLASSIFIED
	1996	HOURLY COST	HOURLY COST
<u>COMPONENT</u>	<u>DOLLARS**</u>	<u>(B/B32)</u>	<u>(C*B3)</u>
DIRECT LABOR - PRODUCTIVE	\$ 29,221,595.01	\$ 15.52	\$ 15.94
DIRECT LABOR - PREMIUM	\$ 1,454,467.12	\$ 0.77	\$ 0.79
DIRECT LABOR - OTHER EMPLOYEE	\$ 1,356,262.39	\$ 0.72	\$ 0.74
DIRECT LABOR - ANNUAL PAID ABSENCE	\$ 4,340,668.73	\$ 2.31	\$ 2.37
DIRECT ADMINISTRATION	\$ 8,820,855.65	\$ 4.69	\$ 4.81
TOTAL DIRECT LABOR	\$ 45,193,848.90	\$ 24.01	\$ 24.65
DIRECT LABOR - OTHER COSTS	\$ 830,562.12	\$ 0.44	\$ 0.45
DIRECT LABOR - OTHER COSTS - BC	\$ -	\$ -	\$ -
OTHER TOOLS - SALARIES	\$ -	\$ -	\$ -
OTHER TOOLS - BENEFITS	\$ -	\$ -	\$ -
OTHER TOOLS - RENTS	\$ -	\$ -	\$ -
OTHER TOOLS - OTHER	\$ -	\$ -	\$ -
MOTOR VEHICLES - SALARIES	\$ 4,394.43	\$ 0.00	\$ 0.00
MOTOR VEHICLES - BENEFITS	\$ 1,441.18	\$ 0.00	\$ 0.00
MOTOR VEHICLES - RENTS	\$ 3,138.21	\$ 0.00	\$ 0.00
MOTOR VEHICLES - OTHER	\$ 20,770.03	\$ 0.01	\$ 0.01
BENEFITS	\$ 13,384,005.02	\$ 7.11	\$ 7.30
TOTAL DIRECTLY ASSIGNED	\$ 59,438,159.89	\$ 31.57	\$ 32.43
TOTAL CLASSIFIED PROD HOURS	1,882,565.00		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000085

FG10

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: LAND AND BUILDINGS (FG10)			
JFC: 30XX OR 0030 OR 350X			
		1996	1997
		CLASSIFIED	CLASSIFIED
	1996	HOURLY COST	HOURLY COST
COMPONENT	DOLLARS**	(B/B23)	(C*B3)
DIRECT ENG-PRODUCTIVE	\$5,416,377.00	\$30.82	\$31.65
DIRECT ENG-PREMIUM	\$5,636.00	\$0.03	\$0.03
DIRECT ENG-OTHER EMP	\$838,645.00	\$4.77	\$4.90
DIRECT ENG-ANN PD ABS	\$637,632.00	\$3.63	\$3.73
DIRECT ADMINISTRATION	\$1,240,520.00	\$7.06	\$7.25
TOTAL DIRECT LABOR	\$8,138,810.00	\$46.31	\$47.56
DIRECT ENG-OTHER COSTS	\$971,879.00	\$5.53	\$5.68
DIRECT ENG-OTHER-BC	\$0.00	\$0.00	\$0.00
BENEFITS	\$1,714,429.00	\$9.76	\$10.02
TOTAL DIRECTLY ASSIGNED	\$10,825,118.00	\$61.59	\$63.26
TOTAL CLASSIFIED HOURS	175,747.00		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000086

FG20

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: NETWORK AND ENGINEERING PLANNING (FG20)			
JFC: 0031 OR 0036 OR 31XX OR 34XX OR 3A0X OR 3A1 OR 3A2 OR 3B1X			
		1996	1997
		CLASSIFIED	CLASSIFIED
	1996	HOURLY COST	HOURLY COST
COMPONENT	DOLLARS**	(B/B23)	(C*B3)
DIRECT ENG-PRODUCTIVE	\$50,185,617.00	\$25.70	\$26.39
DIRECT ENG-PREMIUM	\$414,942.00	\$0.21	\$0.22
DIRECT ENG-OTHER EMP	\$7,480,794.00	\$3.83	\$3.93
DIRECT ENG-ANN PD ABS	\$6,813,944.00	\$3.49	\$3.58
DIRECT ADMINISTRATION	\$12,177,768.00	\$6.24	\$6.40
TOTAL DIRECT LABOR	\$77,073,065.00	\$39.46	\$40.53
DIRECT ENG-OTHER COSTS	\$6,912,226.00	\$3.54	\$3.63
DIRECT ENG-OTHER-BC	\$0.00	\$0.00	\$0.00
BENEFITS	\$16,849,312.00	\$8.63	\$8.86
TOTAL DIRECTLY ASSIGNED	\$100,834,603.00	\$51.63	\$53.03
TOTAL CLASSIFIED HOURS	1,952,963.00		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000087

PICS

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: NETWORK PLUG-IN ADMINISTRATION (PICS)			
JFC: 3A2X OR 341X			
		1996	1997
		CLASSIFIED	CLASSIFIED
	1996	HOURLY COST	HOURLY COST
COMPONENT	DOLLARS**	(B/B23)	(C*B3)
DIRECT ENG-PRODUCTIVE	\$1,215,509.34	\$16.04	\$16.47
DIRECT ENG-PREMIUM	\$75,492.60	\$1.00	\$1.02
DIRECT ENG-OTHER EMP	\$130,531.31	\$1.72	\$1.77
DIRECT ENG-ANN PD ABS	\$197,718.23	\$2.61	\$2.68
DIRECT ADMINISTRATION	\$280,041.06	\$3.70	\$3.80
TOTAL DIRECT LABOR	\$1,899,292.55	\$25.07	\$25.74
DIRECT ENG-OTHER COSTS	\$114,813.13	\$1.52	\$1.56
DIRECT ENG-OTHER-BC	\$0.00	\$0.00	\$0.00
BENEFITS	\$558,821.89	\$7.37	\$7.57
TOTAL DIRECTLY ASSIGNED	\$2,572,927.57	\$33.96	\$34.87
TOTAL CLASSIFIED HOURS	75,773.00		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000088

FG30

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
FG/FSG: OUTSIDE PLANT ENGINEERING (FG30)			
JFC: 0032 OR 32XX OR 356X			
		1996	1997
		CLASSIFIED	CLASSIFIED
	1996	HOURLY COST	HOURLY COST
COMPONENT	DOLLARS**	(B/B23)	(C*B3)
DIRECT ENG-PRODUCTIVE	\$93,878,832.00	\$22.26	\$22.86
DIRECT ENG-PREMIUM	\$1,043,839.00	\$0.25	\$0.25
DIRECT ENG-OTHER EMP	\$11,466,632.00	\$2.72	\$2.79
DIRECT ENG-ANN PD ABS	15579213.00	\$4.77	\$4.90
DIRECT ADMINISTRATION	\$20,108,042.00	\$4.77	\$4.90
TOTAL DIRECT LABOR	\$142,076,558.00	\$33.69	\$34.60
DIRECT ENG-OTHER COSTS	\$7,089,252.00	\$1.68	\$1.73
DIRECT ENG-OTHER-BC	\$0.00	\$0.00	\$0.00
BENEFITS	\$36,693,327.00	\$8.70	\$8.94
TOTAL DIRECTLY ASSIGNED	\$185,859,137.00	\$44.07	\$45.26
TOTAL CLASSIFIED HOURS	4,216,929.00		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000089

CABS

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
GROUP: CARRIER ACCESS BILLING SYSTEM (CABS)			
JFC: 1200			
		1996	1997
COMPONENT	1996	HOURLY COST	HOURLY COST
	DOLLARS**	(B/B23)	(C*B3)
DIRECT LABOR-PRODUCTIVE	\$2,578,216.32	\$18.53	\$19.03
ADMINISTRATIVE CLERICAL	\$54,256.78	\$0.39	\$0.40
DIRECT ADMINISTRATION	\$354,419.33	\$2.55	\$2.62
DIRECT LABOR-PREMIUM	\$11,228.64	\$0.08	\$0.08
DIRECT LABOR-ANN PD ABS	\$260,831.07	\$1.87	\$1.93
TRAINING	\$0.00	\$0.00	\$0.00
DIRECT LABOR-OTHER EMP	\$394,241.92	\$2.83	\$2.91
TOTAL DIRECT LABOR	\$3,598,937.28	\$26.26	\$26.97
DIRECT LABOR-OTHER COST	\$42.00	\$0.00	\$0.00
BENEFITS	\$1,884,023.84	\$13.54	\$13.91
TOTAL DIRECTLY ASSIGNED	\$5,483,003.12	\$39.80	\$40.88
TOTAL HOURS	139,119.94		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000090

ICSC LCSC

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
GROUP: CUSTOMER POINT OF CONTACT-ICSC/LCSC			
JFC: 2300			
		1996	1997
	1996	HOURLY COST	HOURLY COST
COMPONENT	DOLLARS**	(B/B23)	(C*B3)
DIRECT LABOR-PRODUCTIVE	\$5,333,747.99	\$16.64	\$17.09
ADMINISTRATIVE CLERICAL	\$278,193.18	\$0.87	\$0.89
DIRECT ADMINISTRATION	\$1,093,135.54	\$3.41	\$3.50
DIRECT LABOR-PREMIUM	\$253,304.88	\$0.79	\$0.81
DIRECT LABOR-ANN PD ABS	\$738,210.57	\$2.30	\$2.37
TRAINING	\$0.00	\$0.00	\$0.00
DIRECT LABOR-OTHER EMP	\$208,883.61	\$0.65	\$0.67
TOTAL DIRECT LABOR	\$7,905,475.77	\$24.67	\$25.33
DIRECT LABOR-OTHER COST	\$5,656.50	\$0.02	\$0.02
BENEFITS	\$5,296,990.76	\$16.53	\$16.97
TOTAL DIRECTLY ASSIGNED	\$13,208,123.03	\$41.21	\$42.32
TOTAL HOURS	320,490.84		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000091

POTS OPER

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
GROUP: OPERATOR SERVICES (POTS)			
JFC: 2120 OR 2129 OR 212G			
		1996	1997
	1996	HOURLY COST	HOURLY COST
COMPONENT	DOLLARS**	(B/B23)	(C*B3)
DIRECT LABOR-PRODUCTIVE	\$22,421,436.96	\$15.10	\$15.51
ADMINISTRATIVE CLERICAL	\$89,084.16	\$0.06	\$0.06
DIRECT ADMINISTRATION	\$2,311,589.80	\$1.56	\$1.60
DIRECT LABOR-PREMIUM	\$1,480,095.96	\$1.00	\$1.02
DIRECT LABOR-ANN PD ABS	\$3,853,768.12	\$2.60	\$2.67
TRAINING	\$0.00	\$0.00	\$0.00
DIRECT LABOR-OTHER EMP	\$4,240,278.89	\$2.86	\$2.93
TOTAL DIRECT LABOR	\$34,396,253.89	\$23.17	\$23.79
DIRECT LABOR-OTHER COST	\$65,749.81	\$0.04	\$0.05
BENEFITS	\$9,974,393.07	\$6.72	\$6.90
TOTAL DIRECTLY ASSIGNED	\$44,436,396.77	\$29.93	\$30.74
TOTAL HOURS	1,484,736.06		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000092

DIR ASST OPER

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
GROUP: DIRECTORY ASSISTANCE			
JFC: 2940 OR 2949 OR 294G			
		1996	1997
	1996	HOURLY COST	HOURLY COST
COMPONENT	DOLLARS**	(B/B23)	(C*B3)
DIRECT LABOR-PRODUCTIVE	\$84,034,521.44	\$14.75	\$15.15
ADMINISTRATIVE CLERICAL	\$0.00	\$0.00	\$0.00
DIRECT ADMINISTRATION	\$5,250,054.66	\$0.92	\$0.95
DIRECT LABOR-PREMIUM	\$5,070,960.29	\$0.89	\$0.91
DIRECT LABOR-ANN PD ABS	\$13,024,914.19	\$2.29	\$2.35
TRAINING	\$0.00	\$0.00	\$0.00
DIRECT LABOR-OTHER EMP	\$10,163,335.16	\$1.78	\$1.83
TOTAL DIRECT LABOR	\$117,543,785.74	\$20.63	\$21.19
DIRECT LABOR-OTHER COST	\$144,712.98	\$0.03	\$0.03
BENEFITS	\$37,739,210.16	\$6.62	\$6.80
TOTAL DIRECTLY ASSIGNED	\$155,427,708.88	\$27.28	\$28.01
TOTAL HOURS	5,698,241.82		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000093

COIN COLL

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
GROUP: COIN COLLECTOR			
JFC: 2600 OR 260G			
		1996	1997
	1996	HOURLY COST	HOURLY COST
<u>COMPONENT</u>	<u>DOLLARS**</u>	<u>(B/B23)</u>	<u>(C*B3)</u>
DIRECT LABOR-PRODUCTIVE	\$5,156,591.68	\$17.25	\$17.71
ADMINISTRATIVE CLERICAL	\$421,571.80	\$1.41	\$1.45
DIRECT ADMINISTRATION	\$846,133.46	\$2.83	\$2.91
DIRECT LABOR-PREMIUM	\$531,024.11	\$1.78	\$1.82
DIRECT LABOR-ANN PD ABS	\$691,612.21	\$2.31	\$2.38
TRAINING	\$0.00	\$0.00	\$0.00
DIRECT LABOR-OTHER EMP	\$200,455.45	\$0.67	\$0.69
TOTAL DIRECT LABOR	\$7,847,388.71	\$26.25	\$26.96
DIRECT LABOR-OTHER COST	\$1,165.50	\$0.00	\$0.00
BENEFITS	\$1,992,137.48	\$6.66	\$6.84
TOTAL DIRECTLY ASSIGNED	\$9,840,691.69	\$32.91	\$33.80
TOTAL HOURS	298,987.09		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000094

COLL REP-RES

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
GROUP: COLLECTIONS REP-RESIDENCE			
JFC: 2E40 OR 2E4G			
		1996	1997
	1996	HOURLY COST	HOURLY COST
COMPONENT	DOLLARS**	(B/B23)	(C*B3)
DIRECT LABOR-PRODUCTIVE	\$40,225,062.20	\$16.67	\$17.12
ADMINISTRATIVE CLERICAL	\$3,235,351.80	\$1.34	\$1.38
DIRECT ADMINISTRATION	\$4,496,677.20	\$1.86	\$1.91
DIRECT LABOR-PREMIUM	\$1,756,578.39	\$0.73	\$0.75
DIRECT LABOR-ANN PD ABS	\$5,992,543.58	\$2.48	\$2.55
TRAINING	\$0.00	\$0.00	\$0.00
DIRECT LABOR-OTHER EMP	\$4,860,214.20	\$2.01	\$2.07
TOTAL DIRECT LABOR	\$60,566,427.37	\$25.09	\$25.77
DIRECT LABOR-OTHER COST	\$43,874.00	\$0.02	\$0.02
BENEFITS	\$17,668,267.79	\$7.32	\$7.52
TOTAL DIRECTLY ASSIGNED	\$78,278,569.16	\$32.43	\$33.31
TOTAL HOURS	2,413,700.12		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000095

COLL REP-BUS

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
GROUP: COLLECTIONS REP-BUSINESS			
JFC: 2840 OR 284G			
		1996	1997
	1996	HOURLY COST	HOURLY COST
COMPONENT	DOLLARS**	(B/B23)	(C*B3)
DIRECT LABOR-PRODUCTIVE	\$7,015,243.41	\$16.39	\$16.83
ADMINISTRATIVE CLERICAL	\$543,720.97	\$1.27	\$1.30
DIRECT ADMINISTRATION	\$986,201.16	\$2.30	\$2.37
DIRECT LABOR-PREMIUM	\$176,064.52	\$0.41	\$0.42
DIRECT LABOR-ANN PD ABS	\$1,029,902.37	\$2.41	\$2.47
TRAINING	\$0.00	\$0.00	\$0.00
DIRECT LABOR-OTHER EMP	\$699,420.43	\$1.63	\$1.68
TOTAL DIRECT LABOR	\$10,450,552.86	\$24.41	\$25.07
DIRECT LABOR-OTHER COST	\$5,811.00	\$0.01	\$0.01
BENEFITS	\$3,171,093.82	\$7.41	\$7.61
TOTAL DIRECTLY ASSIGNED	\$13,627,457.68	\$31.83	\$32.69
TOTAL HOURS	428,126.75		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000096

SVC REP-RES

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
GROUP: SERVICE REP-RESIDENCE			
JFC: 2E50 OR 2570 OR 2E5G OR 2E7G			
		1996	1997
COMPONENT	1996 DOLLARS**	HOURLY COST (B/B23)	HOURLY COST (C*B3)
DIRECT LABOR-PRODUCTIVE	\$134,733,682.37	\$17.70	\$18.18
ADMINISTRATIVE CLERICAL	\$11,114,002.82	\$1.46	\$1.50
DIRECT ADMINISTRATION	\$18,703,117.40	\$2.46	\$2.52
DIRECT LABOR-PREMIUM	\$8,515,830.49	\$1.12	\$1.15
DIRECT LABOR-ANN PD ABS	\$18,195,022.23	\$2.39	\$2.45
TRAINING	\$0.00	\$0.00	\$0.00
DIRECT LABOR-OTHER EMP	\$16,058,420.98	\$2.11	\$2.17
TOTAL DIRECT LABOR	\$207,320,076.29	\$27.23	\$27.97
DIRECT LABOR-OTHER COST	\$248,764.42	\$0.03	\$0.03
BENEFITS	\$56,282,318.30	\$7.39	\$7.59
TOTAL DIRECTLY ASSIGNED	\$263,851,159.01	\$34.66	\$35.60
TOTAL HOURS	7,612,330.70		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000097

SVC REP-BUS

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
GROUP: SERVICE REP-BUSINESS			
JFC: 2850 OR 2870 OR 2880 OR 285G OR 287G OR 288G			
		1996	1997
	1996	HOURLY COST	HOURLY COST
COMPONENT	DOLLARS**	(B/B23)	(C*B3)
DIRECT LABOR-PRODUCTIVE	\$31,963,354.14	\$17.61	\$18.08
ADMINISTRATIVE CLERICAL	\$2,359,798.91	\$1.30	\$1.34
DIRECT ADMINISTRATION	\$5,420,291.69	\$2.99	\$3.07
DIRECT LABOR-PREMIUM	\$1,261,150.51	\$0.69	\$0.71
DIRECT LABOR-ANN PD ABS	\$4,905,651.67	\$2.70	\$2.78
TRAINING	\$0.00	\$0.00	\$0.00
DIRECT LABOR-OTHER EMP	\$2,623,952.83	\$1.45	\$1.48
TOTAL DIRECT LABOR	\$48,534,199.75	\$26.74	\$27.46
DIRECT LABOR-OTHER COST	\$26,123.50	\$0.01	\$0.01
BENEFITS	\$13,797,535.71	\$7.60	\$7.81
TOTAL DIRECTLY ASSIGNED	\$62,357,858.96	\$34.35	\$35.28
TOTAL HOURS	1,815,229.93		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000098

COMP CLER

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
GROUP: COMPTROLLERS CLERICAL			
JFC: 1240 OR 1250 OR 1260 OR 1270			
		1996	1997
	1996	HOURLY COST	HOURLY COST
COMPONENT	DOLLARS**	(B/B23)	(C*B3)
DIRECT LABOR-PRODUCTIVE	\$17,011,712.79	\$17.05	\$17.51
ADMINISTRATIVE CLERICAL	\$712,129.08	\$0.71	\$0.73
DIRECT ADMINISTRATION	\$1,545,230.42	\$1.55	\$1.59
DIRECT LABOR-PREMIUM	\$1,106,955.98	\$1.11	\$1.14
DIRECT LABOR-ANN PD ABS	\$1,715,562.33	\$1.72	\$1.77
TRAINING	\$0.00	\$0.00	\$0.00
DIRECT LABOR-OTHER EMP	\$2,611,722.54	\$2.62	\$2.69
TOTAL DIRECT LABOR	\$24,703,313.14	\$24.77	\$25.43
DIRECT LABOR-OTHER COST	\$1,921.50	\$0.00	\$0.00
BENEFITS	\$12,742,931.69	\$12.77	\$13.12
TOTAL DIRECTLY ASSIGNED	\$37,448,166.33	\$37.54	\$38.56
TOTAL HOURS	997,509.00		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000099

NTWK SVC CLER

A	B	C	D
INFLATION FACTOR:*	1.027		
STATE: REGION			
GROUP: NETWORK SERVICES CLERICAL			
JFC: 2700 OR 2730			
		1996	1997
COMPONENT	1996	HOURLY COST	HOURLY COST
	DOLLARS**	(B/B23)	(C*B3)
DIRECT LABOR-PRODUCTIVE	\$6,077,541.30	\$17.65	\$18.13
ADMINISTRATIVE CLERICAL	\$86,419.90	\$0.25	\$0.26
DIRECT ADMINISTRATION	\$1,188,266.84	\$3.45	\$3.54
DIRECT LABOR-PREMIUM	\$151,970.69	\$0.44	\$0.45
DIRECT LABOR-ANN PD ABS	\$664,828.85	\$1.93	\$1.98
TRAINING	\$0.00	\$0.00	\$0.00
DIRECT LABOR-OTHER EMP	\$973,896.24	\$2.83	\$2.91
TOTAL DIRECT LABOR	\$9,142,923.82	\$26.56	\$27.27
DIRECT LABOR-OTHER COST	\$2,648.07	\$0.01	\$0.01
BENEFITS	\$2,618,596.28	\$7.61	\$7.81
TOTAL DIRECTLY ASSIGNED	\$11,764,168.17	\$34.17	\$35.09
TOTAL HOURS	344,293.44		
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
**DATA EXTRACT FROM FINANCIAL PROCESSOR			

000100

AE SD SC

DIRECTLY ASSIGNED LABOR RATES FOR ACCOUNT EXECUTIVE, SYSTEMS DESIGNER AND SERVICE CONSULTANT			
INFLATION FACTOR:*	1.027		
			1997
	1996		HOURLY RATE
ACCOUNT EXECUTIVE	HOURLY RATE		(B*B4)
DIRECT SALARIES AND WAGES	\$ 54.90	\$	56.38
OTHER DIRECT	\$ 12.88	\$	13.23
DIRECTLY ASSIGNED WITH SALES COMP	\$ 67.78	\$	69.61
DIRECT SALARIES AND WAGES	\$ 44.60	\$	45.80
OTHER DIRECT	\$ 10.46	\$	10.74
DIRECTLY ASSIGNED WITHOUT SALES COMP	\$ 55.06	\$	56.55
SYSTEMS DESIGNER			
DIRECT SALARIES AND WAGES	\$ 50.05	\$	51.40
OTHER DIRECT	\$ 11.74	\$	12.06
DIRECTLY ASSIGNED WITH SALES COMP	\$ 61.79	\$	63.46
DIRECT SALARIES AND WAGES	\$ 46.02	\$	47.26
OTHER DIRECT	\$ 10.79	\$	11.08
DIRECTLY ASSIGNED WITHOUT SALES COMP	\$ 56.81	\$	58.34
SERVICE CONSULTANT			
DIRECT SALARIES AND WAGES	\$ 33.49	\$	34.39
OTHER DIRECT	\$ 7.86	\$	8.07
DIRECTLY ASSIGNED	\$ 41.35	\$	42.47
*BELLSOUTH REGION TELEPHONE PLANT INDEXES			
SOURCE: FINANCE DEPARTMENT/BELLSOUTH BUSINESS SYSTEMS			

000101

TELRIC IT PB DETAIL

A	B	C	D	E	F	G	H
1998 - 2000 TELRIC LABOR RATES							7-15-98
							1998 - 2000
			SHARED	SHARED	LABOR	1998 - 2000	TELRIC
	DIRECT	OTHER	LABOR	COSTS	RATES	INFLATION	LABOR
BST IT	S&W*	DIRECT**	FACTOR***	(B*D)	(B+C+E)	FACTOR****	RATES
							(F*G)
PAY BAND 54	\$ 25.95	\$ 10.46	0	\$ -	\$ 36.41	1.059854	\$ 38.59
PAY BAND 55	\$ 27.38	\$ 10.86	0	\$ -	\$ 38.24	1.059854	\$ 40.53
PAY BAND 56	\$ 31.46	\$ 11.97	0	\$ -	\$ 43.43	1.059854	\$ 46.03
PAY BAND 57	\$ 32.79	\$ 12.33	0	\$ -	\$ 45.12	1.059854	\$ 47.82
PAY BAND 58	\$ 36.22	\$ 13.26	0	\$ -	\$ 49.48	1.059854	\$ 52.44
PAY BAND 59	\$ 40.28	\$ 14.37	0	\$ -	\$ 54.65	1.059854	\$ 57.92
PAY BAND 60	\$ 45.18	\$ 15.71	0	\$ -	\$ 60.89	1.059854	\$ 64.53
PAY BAND 61	\$ 49.68	\$ 16.93	0	\$ -	\$ 66.61	1.059854	\$ 70.60
WAGE SCALE 10	\$ 23.33	\$ 9.75	0	\$ -	\$ 33.08	1.059854	\$ 35.06
WAGE SCALE 14	\$ 24.05	\$ 9.94	0	\$ -	\$ 33.99	1.059854	\$ 36.02
WAGE SCALE 16	\$ 24.53	\$ 10.08	0	\$ -	\$ 34.61	1.059854	\$ 36.68
WAGE SCALE 18	\$ 24.90	\$ 10.18	0	\$ -	\$ 35.08	1.059854	\$ 37.18
WAGE SCALE 32	\$ 29.76	\$ 11.50	0	\$ -	\$ 41.26	1.059854	\$ 43.73
*IT PAY BAND B6:B23							
**IT PAY BAND B24:B29							
***SHARED LABOR FACTOR B56							
**** INFL FACTOR E14							

000102

IT PAY BAND

BST IT								
AREA: REGION								
SOURCE: FINANCIAL MANAGEMENT/EXPENSE ACTUALS - BY EXTC DETAIL								
COMPONENT	PAY BAND 54	PAY BAND 55	PAY BAND 56	PAY BAND 57	PAY BAND 58	PAY BAND 59	PAY BAND 60	PAY BAND 61
BASIC SALARIES	\$ 17.63	\$ 19.06	\$ 23.14	\$ 24.47	\$ 27.90	\$ 31.96	\$ 36.86	\$ 41.36
CLERICAL WAGES	\$ 3.87	\$ 3.87	\$ 3.87	\$ 3.87	\$ 3.87	\$ 3.87	\$ 3.87	\$ 3.87
PREMIUM OT-MGMT	\$ 0.23	\$ 0.23	\$ 0.23	\$ 0.23	\$ 0.23	\$ 0.23	\$ 0.23	\$ 0.23
PREMIUM OT-NON-MGMT	\$ 0.18	\$ 0.18	\$ 0.18	\$ 0.18	\$ 0.18	\$ 0.18	\$ 0.18	\$ 0.18
PAID ABSENCE-MGMT	\$ 0.47	\$ 0.47	\$ 0.47	\$ 0.47	\$ 0.47	\$ 0.47	\$ 0.47	\$ 0.47
PAID ABSENCE-NON-MGMT	\$ 0.53	\$ 0.53	\$ 0.53	\$ 0.53	\$ 0.53	\$ 0.53	\$ 0.53	\$ 0.53
IND INCENT AWARD-MGMT	\$ 0.90	\$ 0.90	\$ 0.90	\$ 0.90	\$ 0.90	\$ 0.90	\$ 0.90	\$ 0.90
IND INCENT AWARD-NON-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
INCENT PROT PLAN-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
INCENT PROT PLAN-NON-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
MKT INC PAY-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
MKT INC PAY-NON-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TEAM INCENT AWARD-MGMT	\$ 1.65	\$ 1.65	\$ 1.65	\$ 1.65	\$ 1.65	\$ 1.65	\$ 1.65	\$ 1.65
TEAM INCENT AWARD-NON-MGMT	\$ 0.11	\$ 0.11	\$ 0.11	\$ 0.11	\$ 0.11	\$ 0.11	\$ 0.11	\$ 0.11
OTHER PLANS-MGMT	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.13
OTHER PLANS-NON-MGMT	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
ALL OTHER-MGMT	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.16
ALL OTHER-NON-MGMT	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07
PENSIONS/BENEFITS	\$ 5.09	\$ 5.38	\$ 6.18	\$ 6.44	\$ 7.11	\$ 7.91	\$ 8.87	\$ 9.75
TAXES	\$ 1.98	\$ 2.09	\$ 2.40	\$ 2.50	\$ 2.76	\$ 3.07	\$ 3.45	\$ 3.79
CONFERENCE & TRAVEL	\$ 1.11	\$ 1.11	\$ 1.11	\$ 1.11	\$ 1.11	\$ 1.11	\$ 1.11	\$ 1.11
RELOCATION	\$ 0.36	\$ 0.36	\$ 0.36	\$ 0.36	\$ 0.36	\$ 0.36	\$ 0.36	\$ 0.36
SUPPLIES	\$ 1.27	\$ 1.27	\$ 1.27	\$ 1.27	\$ 1.27	\$ 1.27	\$ 1.27	\$ 1.27
OTHER DIRECT	\$ 0.65	\$ 0.65	\$ 0.65	\$ 0.65	\$ 0.65	\$ 0.65	\$ 0.65	\$ 0.65
DIRECTLY ASSIGNED	\$ 36.41	\$ 38.24	\$ 43.43	\$ 45.12	\$ 49.48	\$ 54.65	\$ 60.89	\$ 66.61

000103

IT PAY BAND

BST IT					
AREA: REGION					
SOURCE: FINANCIAL MANAGEMENT/EXPENSE ACTUALS - BY EXTC DETAIL					
COMPONENT	WAGE SCALE 10	WAGE SCALE 14	WAGE SCALE 16	WAGE SCALE 18	WAGE SCALE 32
BASIC SALARIES	\$ 15.01	\$ 15.73	\$ 16.21	\$ 16.58	\$ 21.44
CLERICAL WAGES	\$ 3.87	\$ 3.87	\$ 3.87	\$ 3.87	\$ 3.87
PREMIUM OT-MGMT	\$ 0.23	\$ 0.23	\$ 0.23	\$ 0.23	\$ 0.23
PREMIUM OT-NON-MGMT	\$ 0.18	\$ 0.18	\$ 0.18	\$ 0.18	\$ 0.18
PAID ABSENCE-MGMT	\$ 0.47	\$ 0.47	\$ 0.47	\$ 0.47	\$ 0.47
PAID ABSENCE-NON-MGMT	\$ 0.53	\$ 0.53	\$ 0.53	\$ 0.53	\$ 0.53
IND INCENT AWARD-MGMT	\$ 0.90	\$ 0.90	\$ 0.90	\$ 0.90	\$ 0.90
IND INCENT AWARD-NON-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -
INCENT PROT PLAN-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -
INCENT PROT PLAN-NON-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -
MKT INC PAY-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -
MKT INC PAY-NON-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -
TEAM INCENT AWARD-MGMT	\$ 1.65	\$ 1.65	\$ 1.65	\$ 1.65	\$ 1.65
TEAM INCENT AWARD-NON-MGMT	\$ 0.11	\$ 0.11	\$ 0.11	\$ 0.11	\$ 0.11
OTHER PLANS-MGMT	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.13
OTHER PLANS-NON-MGMT	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
ALL OTHER-MGMT	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.16
ALL OTHER-NON-MGMT	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07	\$ 0.07
PENSIONS/BENEFITS	\$ 4.58	\$ 4.72	\$ 4.82	\$ 4.89	\$ 5.84
TAXES	\$ 1.78	\$ 1.83	\$ 1.87	\$ 1.90	\$ 2.27
CONFERENCE & TRAVEL	\$ 1.11	\$ 1.11	\$ 1.11	\$ 1.11	\$ 1.11
RELOCATION	\$ 0.36	\$ 0.36	\$ 0.36	\$ 0.36	\$ 0.36
SUPPLIES	\$ 1.27	\$ 1.27	\$ 1.27	\$ 1.27	\$ 1.27
OTHER DIRECT	\$ 0.65	\$ 0.65	\$ 0.65	\$ 0.65	\$ 0.65
DIRECTLY ASSIGNED	\$ 33.08	\$ 33.99	\$ 34.61	\$ 35.08	\$ 41.26

000104

TELRIC MKTG PB DETAIL

A	B	C	D	E	F	G	H
	1998 - 2000 TELRIC LABOR RATES						7-15-98
							1998 - 2000 TELRIC LABOR RATES (F*G)
	DIRECT S&W*	OTHER DIRECT**	SHARED LABOR FACTOR***	SHARED COSTS (B*D)	LABOR RATES (B+C+E)	1998 - 2000 INFLATION FACTOR****	
BST MARKETING							
PAY BAND 56	\$ 28.50	\$ 12.34	0	\$ -	\$ 40.84	1.059854	\$ 43.28
PAY BAND 57	\$ 29.83	\$ 12.70	0	\$ -	\$ 42.53	1.059854	\$ 45.08
PAY BAND 58	\$ 33.26	\$ 13.34	0	\$ -	\$ 46.60	1.059854	\$ 49.39
PAY BAND 59	\$ 37.32	\$ 14.73	0	\$ -	\$ 52.05	1.059854	\$ 55.17
PAY BAND 61	\$ 46.72	\$ 17.30	0	\$ -	\$ 64.02	1.059854	\$ 67.85
WAGE SCALE 10	\$ 20.37	\$ 10.12	0	\$ -	\$ 30.49	1.059854	\$ 32.31
*MARKETING PAY BAND B6:B23							
**MARKETING PAY BAND B24:B29							
***SHARED LABOR FACTOR B56							
**** INFL FACTOR E14							

000105

MARKETING PAY BAND

BST MARKETING
 AREA: REGION
 SOURCE: FINANCIAL MANAGEMENT/EXPENSE ACTUALS - BY EXTC DETAIL

COMPONENT	PAY BAND 56	PAY BAND 57	PAY BAND 58	PAY BAND 59	PAY BAND 61	WAGE SCALE 10
BASIC SALARIES	\$ 23.14	\$ 24.47	\$ 27.90	\$ 31.96	\$ 41.36	\$ 15.01
CLERICAL WAGES	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72
PREMIUM OT-MGMT	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
PREMIUM OT-NON-MGMT	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03
PAID ABSENCE-MGMT	\$ 0.45	\$ 0.45	\$ 0.45	\$ 0.45	\$ 0.45	\$ 0.45
PAID ABSENCE-NON-MGMT	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20
IND INCENT AWARD-MGMT	\$ 0.88	\$ 0.88	\$ 0.88	\$ 0.88	\$ 0.88	\$ 0.88
IND INCENT AWARD-NON-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
INCENT PROT PLAN-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
INCENT PROT PLAN-NON-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
MKT INC PAY-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
MKT INC PAY-NON-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TEAM INCENT AWARD-MGMT	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72	\$ 1.72
TEAM INCENT AWARD-NON-MGMT	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05
OTHER PLANS-MGMT	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10
OTHER PLANS-NON-MGMT	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01
ALL OTHER-MGMT	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.16	\$ 0.16
ALL OTHER-NON-MGMT	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02
PENSIONS/BENEFITS	\$ 5.59	\$ 5.85	\$ 6.23	\$ 7.31	\$ 9.16	\$ 3.99
TAXES	\$ 2.17	\$ 2.27	\$ 2.53	\$ 2.84	\$ 3.56	\$ 1.55
CONFERENCE & TRAVEL	\$ 2.43	\$ 2.43	\$ 2.43	\$ 2.43	\$ 2.43	\$ 2.43
RELOCATION	\$ 0.37	\$ 0.37	\$ 0.37	\$ 0.37	\$ 0.37	\$ 0.37
SUPPLIES	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89
OTHER DIRECT	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89	\$ 0.89
DIRECTLY ASSIGNED	\$ 40.84	\$ 42.53	\$ 46.60	\$ 52.05	\$ 64.02	\$ 30.49

000106

TELRIC NTWK PB DETAIL

A	B	C	D	E	F	G	H
	1998 - 2000 TELRIC LABOR RATES						7-15-98
							1998 - 2000
			SHARED	SHARED	LABOR	1998 - 2000	TELRIC
	DIRECT	OTHER	LABOR	COSTS	RATES	INFLATION	LABOR
<u>BST NETWORK</u>	<u>S&W*</u>	<u>DIRECT**</u>	<u>FACTOR***</u>	<u>(B*D)</u>	<u>(B+C+E)</u>	<u>FACTOR****</u>	<u>RATES</u>
							<u>(F*G)</u>
PAY BAND 56	\$ 28.73	\$ 12.69	0	\$ -	\$ 41.42	1.059854	\$ 43.90
PAY BAND 57	\$ 30.06	\$ 13.05	0	\$ -	\$ 43.11	1.059854	\$ 45.69
PAY BAND 58	\$ 33.49	\$ 13.98	0	\$ -	\$ 47.47	1.059854	\$ 50.31
PAY BAND 59	\$ 37.55	\$ 15.08	0	\$ -	\$ 52.63	1.059854	\$ 55.78
PAY BAND 61	\$ 46.95	\$ 17.62	0	\$ -	\$ 64.57	1.059854	\$ 68.43
WAGE SCALE 10	\$ 20.60	\$ 10.50	0	\$ -	\$ 31.10	1.059854	\$ 32.96
*NETWORK PAY BAND B6:B23							
**NETWORK PAY BAND B24:B29							
***SHARED LABOR FACTOR B47							
**** INFL FACTOR E14							

000107

NETWORK PAY BAND

BST NETWORK							
AREA: REGION							
SOURCE: FINANCIAL MANAGEMENT/EXPENSE ACTUALS - BY EXTC DETAIL							
COMPONENT	PAY BAND 56	PAY BAND 57	PAY BAND 58	PAY BAND 59	PAY BAND 61	WAGE SCALE 10	
BASIC SALARIES	\$ 23.14	\$ 24.47	\$ 27.90	\$ 31.96	\$ 41.36	\$	15.01
CLERICAL WAGES	\$ 1.59	\$ 1.59	\$ 1.59	\$ 1.59	\$ 1.59	\$	1.59
PREMIUM OT-MGMT	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$	0.01
PREMIUM OT-NON-MGMT	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$	0.01
PAID ABSENCE-MGMT	\$ 0.53	\$ 0.53	\$ 0.53	\$ 0.53	\$ 0.53	\$	0.53
PAID ABSENCE-NON-MGMT	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$ 0.17	\$	0.17
IND INCENT AWARD-MGMT	\$ 1.16	\$ 1.16	\$ 1.16	\$ 1.16	\$ 1.16	\$	1.16
IND INCENT AWARD-NON-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -	\$	-
INCENT PROT PLAN-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -	\$	-
INCENT PROT PLAN-NON-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -	\$	-
MKT INC PAY-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -	\$	-
MKT INC PAY-NON-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -	\$	-
TEAM INCENT AWARD-MGMT	\$ 1.86	\$ 1.86	\$ 1.86	\$ 1.86	\$ 1.86	\$	1.86
TEAM INCENT AWARD-NON-MGMT	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$	0.05
OTHER PLANS-MGMT	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.13	\$ 0.13	\$	0.13
OTHER PLANS-NON-MGMT	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$	0.01
ALL OTHER-MGMT	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$ 0.02	\$	0.02
ALL OTHER-NON-MGMT	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$ 0.05	\$	0.05
PENSIONS/BENEFITS	\$ 5.60	\$ 5.86	\$ 6.53	\$ 7.32	\$ 9.15	\$	4.02
TAXES	\$ 2.17	\$ 2.27	\$ 2.53	\$ 2.84	\$ 3.55	\$	1.56
CONFERENCE & TRAVEL	\$ 2.91	\$ 2.91	\$ 2.91	\$ 2.91	\$ 2.91	\$	2.91
RELOCATION	\$ 0.74	\$ 0.74	\$ 0.74	\$ 0.74	\$ 0.74	\$	0.74
SUPPLIES	\$ 0.61	\$ 0.61	\$ 0.61	\$ 0.61	\$ 0.61	\$	0.61
OTHER DIRECT	\$ 0.66	\$ 0.66	\$ 0.66	\$ 0.66	\$ 0.66	\$	0.66
DIRECTLY ASSIGNED	\$ 41.42	\$ 43.11	\$ 47.47	\$ 52.63	\$ 64.57	\$	31.10

000108

TELRIC FINANCE PB DETAIL

A	B	C	D	E	F	G	H
	1998 - 2000 TELRIC LABOR RATES						7-15-98
							1998 - 2000
			SHARED	SHARED	LABOR	1998 - 2000	TELRIC
	DIRECT	OTHER	LABOR	COSTS	RATES	INFLATION	LABOR
<u>BST FINANCE/REGULATORY</u>	<u>S&W*</u>	<u>DIRECT**</u>	<u>FACTOR***</u>	<u>(B*D)</u>	<u>(B+C+E)</u>	<u>FACTOR****</u>	<u>RATES</u>
							<u>(F*G)</u>
PAY BAND 56	\$ 29.13	\$ 10.23	0	\$ -	\$ 39.36	1.059854	\$ 41.72
PAY BAND 57	\$ 30.46	\$ 10.58	0	\$ -	\$ 41.04	1.059854	\$ 43.50
PAY BAND 58	\$ 33.89	\$ 11.51	0	\$ -	\$ 45.40	1.059854	\$ 48.12
PAY BAND 59	\$ 37.95	\$ 12.61	0	\$ -	\$ 50.56	1.059854	\$ 53.59
PAY BAND 61	\$ 47.35	\$ 15.15	0	\$ -	\$ 62.50	1.059854	\$ 66.24
WAGE SCALE 10	\$ 21.00	\$ 8.04	0	\$ -	\$ 29.04	1.059854	\$ 30.78
WAGE SCALE 16	\$ 22.20	\$ 8.36	0	\$ -	\$ 30.56	1.059854	\$ 32.39
*FINANCE PAY BAND B6:B23							
**FINANCE PAY BAND B24:B29							
***SHARED LABOR FACTOR B56							
**** INFL FACTOR E14							

000109

FINANCE PAY BAND

BST FINANCE/REGULATORY
 AREA: REGION
 SOURCE: FINANCIAL MANAGEMENT/EXPENSE ACTUALS - BY EXTC DETAIL

COMPONENT	PAY BAND 56	PAY BAND 57	PAY BAND 58	PAY BAND 59	PAY BAND 61	WAGE SCALE 10	WAGE SCALE 16
BASIC SALARIES	\$ 23.14	\$ 24.47	\$ 27.90	\$ 31.96	\$ 41.36	\$ 15.01	\$ 16.21
CLERICAL WAGES	\$ 2.18	\$ 2.18	\$ 2.18	\$ 2.18	\$ 2.18	\$ 2.18	\$ 2.18
PREMIUM OT-MGMT	\$ 0.06	\$ 0.06	\$ 0.06	\$ 0.06	\$ 0.06	\$ 0.06	\$ 0.06
PREMIUM OT-NON-MGMT	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.01
PAID ABSENCE-MGMT	\$ 0.47	\$ 0.47	\$ 0.47	\$ 0.47	\$ 0.47	\$ 0.47	\$ 0.47
PAID ABSENCE-NON-MGMT	\$ 0.28	\$ 0.28	\$ 0.28	\$ 0.28	\$ 0.28	\$ 0.28	\$ 0.28
IND INCENT AWARD-MGMT	\$ 0.84	\$ 0.84	\$ 0.84	\$ 0.84	\$ 0.84	\$ 0.84	\$ 0.84
IND INCENT AWARD-NON-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
INCENT PROT PLAN-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
INCENT PROT PLAN-NON-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
MKT INC PAY-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
MKT INC PAY-NON-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TEAM INCENT AWARD-MGMT	\$ 1.75	\$ 1.75	\$ 1.75	\$ 1.75	\$ 1.75	\$ 1.75	\$ 1.75
TEAM INCENT AWARD-NON-MGMT	\$ 0.06	\$ 0.06	\$ 0.06	\$ 0.06	\$ 0.06	\$ 0.06	\$ 0.06
OTHER PLANS-MGMT	\$ 0.11	\$ 0.11	\$ 0.11	\$ 0.11	\$ 0.11	\$ 0.11	\$ 0.11
OTHER PLANS-NON-MGMT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
ALL OTHER-MGMT	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20	\$ 0.20
ALL OTHER-NON-MGMT	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03	\$ 0.03
PENSIONS/BENEFITS	\$ 5.67	\$ 5.92	\$ 6.59	\$ 7.38	\$ 9.21	\$ 4.09	\$ 4.32
TAXES	\$ 2.20	\$ 2.30	\$ 2.56	\$ 2.87	\$ 3.58	\$ 1.59	\$ 1.68
CONFERENCE & TRAVEL	\$ 1.11	\$ 1.11	\$ 1.11	\$ 1.11	\$ 1.11	\$ 1.11	\$ 1.11
RELOCATION	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10	\$ 0.10
SUPPLIES	\$ 0.46	\$ 0.46	\$ 0.46	\$ 0.46	\$ 0.46	\$ 0.46	\$ 0.46
OTHER DIRECT	\$ 0.69	\$ 0.69	\$ 0.69	\$ 0.69	\$ 0.69	\$ 0.69	\$ 0.69
DIRECTLY ASSIGNED	\$ 39.36	\$ 41.04	\$ 45.40	\$ 50.56	\$ 62.50	\$ 29.04	\$ 30.56

000110

SECURITY ACAC

A	B	C
SECURITY ESCORT		7-15-98
1998 - 2000 DIRECTLY ASSIGNED - BASIC, OVERTIME, PREMIUM		
<u>ACAC</u>	<u>HOURLY RATE</u>	<u>REFERENCE</u>
BASIC		
DIRECT S&W	\$ 27.87	ACAC D19
LESS PREMIUM	\$ 1.15	ACAC D15
DIRECT S&W LESS PREM	\$ 26.72	
SHARED COST	\$ -	B11*SHARED LABOR FACTOR B22
OTHER DIRECT	\$ 8.27	ACAC D31-ACAC D19
BASIC LESS PREMIUM	\$ 34.99	
TOTAL 1998 - 2000 TELRIC	\$ 37.09	B14*INFL FACTOR E14
OVERTIME (1 1/2)		
DIRECT S&W	\$ 27.87	ACAC D19
LESS PREMIUM	\$ 1.15	ACAC D15
DIRECT S&W LESS PREM	\$ 26.72	
1/2 PROD LABOR	\$ 9.34	ACAC D14/2
SHARED COST	\$ -	B21+B22*SHARED LABOR FACTOR B22
OTHER DIRECT	\$ 8.27	ACAC D31-ACAC D19
OT LESS PREM + 1/2 PROD	\$ 44.33	
TOTAL 1998 - 2000 TELRIC	\$ 46.99	B25*INFL FACTOR E14
PREMIUM (2X)		
DIRECT S&W	\$ 27.87	ACAC D19
LESS PREMIUM	\$ 1.15	ACAC D15
DIRECT S&W LESS PREM	\$ 26.72	
1X PROD LABOR	\$ 18.68	ACAC D14
SHARED COST	\$ -	B32+B33*SHARED LABOR FACTOR B22
OTHER DIRECT	\$ 8.27	ACAC D31-ACAC D19
PREM LESS PREM + 1X PROD	\$ 53.67	
TOTAL 1998 - 2000 TELRIC	\$ 56.88	B25*INFL FACTOR E14

000111

SECURITY COIM-CIR FAC

A	B	C
SECURITY ESCORT		7-15-98
1998 - 2000 DIRECTLY ASSIGNED - BASIC, OVERTIME, PREMIUM		
<u>COIM - CIR & FAC</u>	<u>HOURLY RATE</u>	<u>REFERENCE</u>
BASIC		
DIRECT S&W	\$ 28.75	COIM-CIR&FAC D19+D22+D26
LESS PREMIUM	\$ 1.54	COIM-CIR&FAC D15
DIRECT S&W LESS PREM	\$ 27.21	
SHARED COST	\$ -	B11*SHARED LABOR FACTOR B14
OTHER DIRECT	\$ 11.70	COIM-CIR&FAC D31-D19-D22-D26
BASIC LESS PREMIUM	\$ 38.91	
TOTAL 1998 - 2000 TELRIC	\$ 41.24	B14*INFL FACTOR E14
OVERTIME (1 1/2)		
DIRECT S&W	\$ 28.75	COIM-CIR&FAC D19+D22+D26
LESS PREMIUM	\$ 1.54	COIM-CIR&FAC D15
DIRECT S&W LESS PREM	\$ 27.21	
1/2 PROD LABOR	\$ 10.21	COIM-CIR&FAC D14/2
SHARED COST	\$ -	B21+B22*SHARED LABOR FACTOR B14
OTHER DIRECT	\$ 11.70	COIM-CIR&FAC D31-D19-D22-D26
OT LESS PREM + 1/2 PROD	\$ 49.12	
TOTAL 1998 - 2000 TELRIC	\$ 52.06	B25*INFL FACTOR E14
PREMIUM (2X)		
DIRECT S&W	\$ 28.75	COIM-CIR&FAC D19+D22+D26
LESS PREMIUM	\$ 1.54	COIM-CIR&FAC D15
DIRECT S&W LESS PREM	\$ 27.21	
1X PROD LABOR	\$ 20.42	COIM-CIR&FAC D14
SHARED COST	\$ -	B32+B33*SHARED LABOR FACTOR B14
OTHER DIRECT	\$ 11.70	COIM-CIR&FAC D31-D19-D22-D26
PREM LESS PREM + 1X PROD	\$ 59.33	
TOTAL 1998 - 2000 TELRIC	\$ 62.88	B36*INFL FACTOR E14

000112

SECURITY ICSC LCSC

A	B	C
SECURITY ESCORT		7-15-98
1998 - 2000 DIRECTLY ASSIGNED - BASIC, OVERTIME, PREMIUM		
<u>ICSC/LCSC</u>	<u>HOURLY RATE</u>	<u>REFERENCE</u>
BASIC		
DIRECT S&W	\$ 25.33	ICSC LCSC D19
LESS PREMIUM	\$ 0.81	ICSC LCSC D15
DIRECT S&W LESS PREM	\$ 24.52	
SHARED COST	\$ -	B11*SHARED LABOR FACTOR B38
OTHER DIRECT	\$ 16.99	ICSC LCSC D22-D19
BASIC LESS PREMIUM	\$ 41.51	
TOTAL 1998 - 2000 TELRIC	\$ 44.00	B14*INFL FACTOR E14
OVERTIME (1 1/2)		
DIRECT S&W	\$ 25.33	ICSC LCSC D19
LESS PREMIUM	\$ 0.81	ICSC LCSC D15
DIRECT S&W LESS PREM	\$ 24.52	
1/2 PROD LABOR	\$ 8.55	ICSC LCSC D12/2
SHARED COST	\$ -	B21+B22*SHARED LABOR FACTOR B38
OTHER DIRECT	\$ 16.99	ICSC LCSC D22-D19
OT LESS PREM + 1/2 PROD	\$ 50.06	
TOTAL 1998 - 2000 TELRIC	\$ 53.06	B25*INFL FACTOR E14
PREMIUM (2X)		
DIRECT S&W	\$ 25.33	ICSC LCSC D19
LESS PREMIUM	\$ 0.81	ICSC LCSC D15
DIRECT S&W LESS PREM	\$ 24.52	
1X PROD LABOR	\$ 17.09	ICSC LCSC D12
SHARED COST	\$ -	B32+B33*SHARED LABOR FACTOR B38
OTHER DIRECT	\$ 16.99	ICSC LCSC D22-D19
PREM LESS PREM + 1X PROD	\$ 58.60	
TOTAL 1998 - 2000 TELRIC	\$ 62.11	B36*INFL FACTOR E14

000113

DIR ASSG DETAIL

A	B	C	D	E	F
1998 - 2000 DIRECTLY ASSIGNED LABOR RATES					7-15-98
					1998 - 2000
<u>PLANT WORK CENTERS</u>	<u>JFC</u>	<u>DIRECTLY ASSIGNED</u>	<u>COLUMN C REFERENCE</u>	<u>1998 - 2000 INFLATION FACTOR*</u>	<u>DIRECTLY ASSIGNED LABOR RATE (C'E)</u>
ADDRESS & FACILITY INVENTORY (AFIG)	400X 4M1X	\$ 31.98	AFIG D31	1.059854	\$ 33.90
INSTALL & MTCE - POTS	410X	\$ 38.68	I&M POTS D31	1.059854	\$ 41.00
INSTALL & MTCE - SPEC SVCS (SSIM)	411X	\$ 41.94	SSIM D31	1.059854	\$ 44.45
OUTSIDE PLANT CONSTRUCTION (OSPC)	420X 421X	\$ 42.51	OSPC D31	1.059854	\$ 45.05
OUTSIDE PLANT ADMIN CENTER (OPAC)	424X	\$ 32.46	OPAC D31	1.059854	\$ 34.41
CABLE REPAIR TECHNICIAN (CRT)	422X 423X 425X 426X	\$ 44.31	CRT D31	1.059854	\$ 46.96
CO INSTALL & MTCE FIELD - SWITCH EQUIP	430X	\$ 42.35	COIM-SW EQ D31	1.059854	\$ 44.88
CO INSTALL & MTCE FIELD - CIRCUIT & FAC	431X	\$ 40.46	COIM-CIR&FAC D31	1.059854	\$ 42.88
RECENT CHANGE LINE TRANSLATIONS (RCMAG)	4321 4N1X	\$ 36.66	RCMAG D31	1.059854	\$ 38.86
SWITCH & TRUNK BASED TRANSLATIONS	4320 4N2X	\$ 42.78	TRANSLATIONS D31	1.059854	\$ 45.34
CO INSTALL, MTCE & ADMIN - SOFTWARE	4322 4323,4324	\$ 46.68	SOFTWARE D31	1.059854	\$ 49.48
TRUNK & CARRIER GROUP (TCG)	4331 4342 473X 4N5X	\$ 41.09	TCG D31	1.059854	\$ 43.55
NETWORK RELIABILITY CENTER (NRC)	4330 4341 4LXX	\$ 35.66	NRC D31	1.059854	\$ 37.80
PROACTIVE ANALYSIS & REPAIR CTR (PAR)	4332 4PXX	\$ 33.75	PAR D31	1.059854	\$ 35.77
CIRCUIT PROVISIONING GROUP (CPG)	470X 4N4X	\$ 34.97	CPG D31	1.059854	\$ 37.06
ACCESS CUSTOMER ADVOCATE CENTER (ACAC)	471X 4AXX	\$ 36.14	ACAC D31	1.059854	\$ 38.31
EQUIPMENT BILLING ACCURACY CONT (EBAC)	472X 4N3X	\$ 36.39	EBAC D31	1.059854	\$ 38.56
BUSINESS REPAIR CENTER (BRC)	4BXX	\$ 36.90	BRC D31	1.059854	\$ 39.11
RESIDENCE REPAIR CENTER (RRC)	4RXX	\$ 32.92	RRC D31	1.059854	\$ 34.89
WORK MANAGEMENT CENTER (WMC)	4WXX 401X	\$ 32.43	WMC D31	1.059854	\$ 34.37
* INFL FACTOR E14					1998 - 2000
<u>ENGINEERING FORCE GROUPS</u>	<u>JFC</u>	<u>DIRECTLY ASSIGNED</u>	<u>COLUMN C REFERENCE</u>	<u>1998 - 2000 INFLATION FACTOR*</u>	<u>DIRECTLY ASSIGNED LABOR RATE (C'E)</u>
LAND AND BUILDINGS (FG10)	30XX 350X	\$ 63.26	FG10 D22	1.059854	\$ 67.04
NETWORK & ENGINEERING PLANNING (FG20)	31XX 34XX 3AXX 3BXX	\$ 53.03	FG20 D22	1.059854	\$ 56.20
NETWORK PLUG-IN ADMINISTRATION (PICS)	341X 3A2X	\$ 34.87	PICS D22	1.059854	\$ 36.96
OUTSIDE PLANT ENGINEERING (FG30)	32XX 356X	\$ 45.26	FG30 D22	1.059854	\$ 47.97
* INFL FACTOR E26					

000114

DIR ASSG IT PB DETAIL

A	B	C	D	E
1998 - 2000 DIRECTLY ASSIGNED LABOR RATES				7-15-98
			1998 - 2000 INFLATION FACTOR*	1998 - 2000 DIRECTLY ASSIGNED (B*D)
BST IT	HOURLY RATE	COLUMN B REFERENCE		
PAY BAND 54	\$ 36.41	TELRIC IT PB DETAIL B11+C11	1.059854	\$ 38.59
PAY BAND 55	\$ 38.24	TELRIC IT PB DETAIL B12+C12	1.059854	\$ 40.53
PAY BAND 56	\$ 43.43	TELRIC IT PB DETAIL B13+C13	1.059854	\$ 46.03
PAY BAND 57	\$ 45.12	TELRIC IT PB DETAIL B14+C14	1.059854	\$ 47.82
PAY BAND 58	\$ 49.48	TELRIC IT PB DETAIL B15+C15	1.059854	\$ 52.44
PAY BAND 59	\$ 54.65	TELRIC IT PB DETAIL B16+C16	1.059854	\$ 57.92
PAY BAND 60	\$ 60.89	TELRIC IT PB DETAIL B17+C17	1.059854	\$ 64.53
PAY BAND 61	\$ 66.61	TELRIC IT PB DETAIL B18+C18	1.059854	\$ 70.60
WAGE SCALE 10	\$ 33.08	TELRIC IT PB DETAIL B19+C19	1.059854	\$ 35.06
WAGE SCALE 14	\$ 33.99	TELRIC IT PB DETAIL B20+C20	1.059854	\$ 36.02
WAGE SCALE 16	\$ 34.61	TELRIC IT PB DETAIL B21+C21	1.059854	\$ 36.68
WAGE SCALE 18	\$ 35.08	TELRIC IT PB DETAIL B22+C22	1.059854	\$ 37.18
WAGE SCALE 32	\$ 41.26	TELRIC IT PB DETAIL B23+C23	1.059854	\$ 43.73
* INFL FACTOR E14				

000116

DIR ASSG MKTG PB DETAIL

A	B	C	D	E
1998 - 2000 DIRECTLY ASSIGNED LABOR RATES				7-15-98
				1998 - 2000
				DIRECTLY
				ASSIGNED
BST MARKETING	HOURLY RATE	COLUMN B REFERENCE	1998 - 2000 INFLATION FACTOR*	(B*D)
PAY BAND 56	\$ 40.84	TELRIC MKTG PB DETAIL B11+C11	1.059854	\$ 43.28
PAY BAND 57	\$ 42.53	TELRIC MKTG PB DETAIL B12+C12	1.059854	\$ 45.08
PAY BAND 58	\$ 46.60	TELRIC MKTG PB DETAIL B13+C13	1.059854	\$ 49.39
PAY BAND 59	\$ 52.05	TELRIC MKTG PB DETAIL B14+C14	1.059854	\$ 55.17
PAY BAND 61	\$ 64.02	TELRIC MKTG PB DETAIL B15+C15	1.059854	\$ 67.85
WAGE SCALE 10	\$ 30.49	TELRIC MKTG PB DETAIL B16+C16	1.059854	\$ 32.31
* INFL FACTOR E14				

000117

DIR ASSG NTWK PB DETAIL

A	B	C	D	E
1998 - 2000 DIRECTLY ASSIGNED LABOR RATES				7-15-98
				1998 - 2000
				DIRECTLY
				ASSIGNED
<u>BST NETWORK</u>	<u>HOURLY RATE</u>	<u>COLUMN B REFERENCE</u>	<u>1998 - 2000 INFLATION FACTOR*</u>	<u>(B*D)</u>
PAY BAND 56	\$ 41.42	TELRIC NTWK PB DETAIL B11+C11	1.059854	\$ 43.90
PAY BAND 57	\$ 43.11	TELRIC NTWK PB DETAIL B12+C12	1.059854	\$ 45.69
PAY BAND 58	\$ 47.47	TELRIC NTWK PB DETAIL B13+C13	1.059854	\$ 50.31
PAY BAND 59	\$ 52.63	TELRIC NTWK PB DETAIL B14+C14	1.059854	\$ 55.78
PAY BAND 61	\$ 64.57	TELRIC NTWK PB DETAIL B15+C15	1.059854	\$ 68.43
WAGE SCALE 10	\$ 31.10	TELRIC NTWK PB DETAIL B16+C16	1.059854	\$ 32.96
* INFL FACTOR E14				

000118

DIR ASSG FIN PB DETAIL

A	B	C	D	E
1998 - 2000 DIRECTLY ASSIGNED LABOR RATES				7-15-98
<u>BST FINANCE/REGULATORY</u>	<u>HOURLY RATE</u>	<u>COLUMN B REFERENCE</u>	1998 - 2000 INFLATION FACTOR*	1998 - 2000 DIRECTLY ASSIGNED (B*D)
PAY BAND 56	\$ 39.36	TELRIC FINANCE PB DETAIL B11+C11	1.059854	\$ 41.72
PAY BAND 57	\$ 41.04	TELRIC FINANCE PB DETAIL B12+C12	1.059854	\$ 43.50
PAY BAND 58	\$ 45.40	TELRIC FINANCE PB DETAIL B13+C13	1.059854	\$ 48.12
PAY BAND 59	\$ 50.56	TELRIC FINANCE PB DETAIL B14+C14	1.059854	\$ 53.59
PAY BAND 61	\$ 62.50	TELRIC FINANCE PB DETAIL B15+C15	1.059854	\$ 66.24
WAGE SCALE 10	\$ 29.04	TELRIC FINANCE PB DETAIL B16+C16	1.059854	\$ 30.78
WAGE SCALE 16	\$ 30.56	TELRIC FINANCE PB DETAIL B17+C17	1.059854	\$ 32.39
* INFL FACTOR E14				

000119

SECURITY DIR ASSG ACAC

A	B	C
SECURITY ESCORT		7-15-98
1998 - 2000 DIRECTLY ASSIGNED - BASIC, OVERTIME, PREMIUM		
<u>ACAC</u>	<u>HOURLY RATE</u>	<u>REFERENCE</u>
BASIC		
DIRECTLY ASSIGNED	\$ 36.14	ACAC D31
LESS PREMIUM	\$ 1.15	ACAC D15
DA LESS PREM	\$ 34.99	
TOTAL 1998 - 2000 DA	\$ 37.09	B11*INFL FACTOR E14
OVERTIME (1 1/2)		
DIRECTLY ASSIGNED	\$ 36.14	ACAC D31
LESS PREMIUM	\$ 1.15	ACAC D15
DA LESS PREM	\$ 34.99	
1/2 PROD LABOR	\$ 9.34	ACAC D14/2
DA LESS PREM +1/2 PROD	\$ 44.33	
TOTAL 1998 - 2000 DA	\$ 46.99	B20*INFL FACTOR E14
PREMIUM (2X)		
DIRECTLY ASSIGNED	\$ 36.14	ACAC D31
LESS PREMIUM	\$ 1.15	ACAC D15
DA LESS PREM	\$ 34.99	
1X PROD LABOR	\$ 18.68	ACAC D14
DA LESS PREM + 1X PROD	\$ 53.67	
TOTAL 1998 - 2000 DA	\$ 56.88	B29*INFL FACTOR E14

000120

SECURITY DIR ASSG COIM-CIR FAC

A	B	C
SECURITY ESCORT		7-15-98
1998 - 2000 DIRECTLY ASSIGNED - BASIC, OVERTIME, PREMIUM		
COIM - CIR&FAC	HOURLY RATE	REFERENCE
BASIC		
DIRECTLY ASSIGNED	\$ 40.46	COIM-CIR&FAC D31
LESS PREMIUM	\$ 1.54	COIM-CIR&FAC D15
DA LESS PREM	\$ 38.91	
TOTAL 1998 - 2000 DA	\$ 41.24	B11*INFL FACTOR E14
OVERTIME (1 1/2)		
DIRECTLY ASSIGNED	\$ 40.46	COIM-CIR&FAC D31
LESS PREMIUM	\$ 1.54	COIM-CIR&FAC D15
DA LESS PREM	\$ 38.91	
1/2 PROD LABOR	\$ 10.21	COIM-CIR&FAC D14/2
DA LESS PREM +1/2 PROD	\$ 49.12	
TOTAL 1998 - 2000 DA	\$ 52.06	B20*INFL FACTOR E14
PREMIUM (2X)		
DIRECTLY ASSIGNED	\$ 40.46	COIM-CIR&FAC D31
LESS PREMIUM	\$ 1.54	COIM-CIR&FAC D15
DA LESS PREM	\$ 38.91	
1X PROD LABOR	\$ 20.42	COIM-CIR&FAC D14
DA LESS PREM + 1X PROD	\$ 59.33	
TOTAL 1998 - 2000 DA	\$ 62.88	B29*INFL FACTOR E14

000121

SECURITY DIR ASSG ICSC LCSC

A	B	C
SECURITY ESCORT		7-15-98
1998 - 2000 DIRECTLY ASSIGNED - BASIC, OVERTIME, PREMIUM		
<u>ICSC/LCSC</u>	<u>HOURLY RATE</u>	<u>REFERENCE</u>
BASIC		
DIRECTLY ASSIGNED	\$ 42.32	ICSC LCSC D22
LESS PREMIUM	\$ 0.81	ICSC LCSC D15
DA LESS PREM	\$ 41.51	
TOTAL 1998 - 2000 DA	\$ 44.00	B11*INFL FACTOR E14
OVERTIME (1 1/2)		
DIRECTLY ASSIGNED	\$ 42.32	ICSC LCSC D22
LESS PREMIUM	\$ 0.81	ICSC LCSC D15
DA LESS PREM	\$ 41.51	
1/2 PROD LABOR	\$ 8.55	ICSC LCSC D12/2
DA LESS PREM +1/2 PROD	\$ 50.06	
TOTAL 1998 - 2000 DA	\$ 53.06	B20*INFL FACTOR E14
PREMIUM (2X)		
DIRECTLY ASSIGNED	\$ 42.32	ICSC LCSC D22
LESS PREMIUM	\$ 0.81	ICSC LCSC D15
DA LESS PREM	\$ 41.51	
1X PROD LABOR	\$ 17.09	ICSC LCSC D12
DA LESS PREM + 1X PROD	\$ 58.60	
TOTAL 1998 - 2000 DA	\$ 62.11	B29*INFL FACTOR E14

000122