

*Impact*99

Measures That Matter

Announcing the *impact99* incentive award, the new 1999 bonus plan for MNS employees

In an effort to integrate the bonus award program across all three BellSouth Business companies - BBS, BCS and MNS - your 1999 bonus plan, formerly known as the TEAM Award in 1998, is now called *impact99*.

impact99 payouts are directly linked to our progress in achieving our 1999 goals and our 2002 Aspirations of:

- ◆ Make BellSouth a great place to work
- ◆ Be tops in customer loyalty
- ◆ Achieve 15% sustained revenue growth and 20% return on assets

“I am very excited about the future of BellSouth MNS. *impact99* is a great plan for recognizing the hard work and dedication of each of us who contributes to the success of MNS. This plan, which includes all of BellSouth Business, encourages our working together as part of a larger team and, in so doing, further enables us to realize our aspirational goals.”

- Donna Lee, President, BellSouth MNS

How does *impact99* work?

The measures for your *impact99* payout are generally based on goals specific to MNS, the combined financial outcome of BellSouth Business and, for non-sales positions, individual goals.

What are the *impact99* targets?

impact99 targets tell us what we need to do now to achieve our Aspirations. The payout for all measure ranges from 0% to 200%. Specific targets for MNS are available on the MNS HR Intranet page at: <http://home.mns.bls.com/Departments/HR/content.html>.

When will the award be paid?

The award will be paid on a semi-annual basis. The first semi-annual payout will be paid in August 1999 based on June 1999 YTD business performance of Managed Network Solutions and the overall performance of BellSouth Business companies. The annual payout for 1999 will be paid in March 2000 based on the company's progress in 1999.

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“This award will recognize our incremental efforts and successes as we pursue our 2002 aspirations. *impact99* also reflects the importance of coordination and teamwork among all three BellSouth Business entities in serving our business customers.”

- *Dick Anderson,*
BellSouth Business Group President

For more information on *impact99*, visit the MNS HR Intranet page at:
<http://home.mns.bls.com/departments/hr/content.html> or contact your HR representative.