

B. A counseling entry that has been on file for a period of six (6) months without any intervening disciplinary action pertaining to the same subject matter will be removed from the employee's personnel record. A warning entry will be removed after 24 months and all remaining entries will be removed after a period of 36 months subject to the preceding criteria. Any related data will also be removed with the entry from the personnel record and should not be taken into consideration in the future.

18.02 General Records.

Records kept by the Company which are pertinent to collective bargaining between the parties as described in 20.02 shall be made available to certified Union Representatives upon request.

**ARTICLE 19
PENSIONS AND BENEFITS**

19.01 Benefit Agreements, Plans and Programs.

In addition to this Agreement the parties have concurrently executed 19 separate agreements either adopting or amending the following Agreements, Plans or Programs:

BellSouth Anticipated Disability Leave of Absence Program

BellSouth Pension Plan

BellSouth Dental Assistance Plan

BellSouth Care of Newborn Children Leave of Absence Program

BellSouth Corporate Interest Leave of Absence Program

BellSouth Dependent Care Leave of Absence Program

Employee Stock Purchase Plan (*Plan will be terminated effective January 1, 2005*)

Employee Mortgage Plan (*Plan will be terminated effective January 1, 2005*)

Family Care Reimbursement Plan

BellSouth Group Life Plan