

LOGITECH INTERNATIONAL SA
Form 8-K
December 09, 2008

SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

FORM 8-K

CURRENT REPORT

Pursuant to Section 13 or 15(d) of

The Securities Exchange Act of 1934

Date of Report: December 3, 2008

(Date of earliest event reported)

LOGITECH INTERNATIONAL S.A.

(Exact name of registrant as specified in its charter)

Commission File Number: 0-29174

Canton of Vaud, Switzerland
(State or other jurisdiction)

None
(I.R.S. Employer

of incorporation or organization)

Identification No.)

Logitech International S.A.

Apples, Switzerland

c/o Logitech Inc.

6505 Kaiser Drive

Fremont, California 94555

(Address of principal executive offices and zip code)

(510) 795-8500

(Registrant's telephone number, including area code)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

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- .. Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)

- .. Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)

- .. Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))

- .. Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.
Compensatory Arrangements of Certain Officers

On December 3, 2008 Logitech Inc. (the Company), a wholly-owned subsidiary of Logitech International S.A. (Logitech), and Logitech entered into new employment and change of control severance agreements with Logitech's executive officers. The purposes of entering into the agreements were to reflect changes in U.S. tax laws governing deferred compensation, including severance arrangements, and to reflect current compensation arrangements for executive officers.

Attached hereto as Exhibits to this Form 8-K are copies of the following employment agreements and change of control severance agreements, or forms of the employment and change of control severance agreements as noted below, all of which are incorporated herein by reference:

Employment agreement with Gerald Quindlen, Logitech President and Chief Executive Officer (Exhibit 10.1).

Form of employment agreement with each of the following Logitech executive officers: Mark J. Hawkins (Senior Vice President, Finance and Information Technology, and Chief Financial Officer), David Henry (Senior Vice President, Customer Experience and Chief Marketing Officer), Junien Labrousse (Executive Vice President, Products), and L. Joseph Sullivan (Senior Vice President, Worldwide Operations) (Exhibit 10.2).

Form of change of control severance agreement with each of the following Logitech executive officers: Mark J. Hawkins, David Henry, Junien Labrousse, and L. Joseph Sullivan (Exhibit 10.3).

Change of control severance agreement with Guerrino De Luca, Logitech Chairman (Exhibit 10.4)

Change of control severance agreement with Gerald Quindlen (Exhibit 10.5).

The following summaries of the employment and change of control severance agreements do not purport to be complete and are subject to and qualified in their entirety by reference to the attached Exhibits.

New Employment Agreement with Gerald Quindlen

Mr. Quindlen's employment agreement was amended effective December 3, 2008 to reflect changes in U.S. tax laws governing deferred compensation, including severance arrangements. The material terms of his employment remain unchanged from his prior employment agreement which was effective January 28, 2008, except that the new agreement reflects his fiscal year 2009 base salary. The prior agreement was superseded effective on the entry into of the new employment agreement. The material terms of Mr. Quindlen's employment agreement are as follows:

Mr. Quindlen's annual base salary is \$787,500.

The amount of his salary and target bonus percentage is at the sole discretion of the Logitech Board of Directors or the Compensation Committee of the Board.

Mr. Quindlen is entitled to the same health and welfare benefits as are available to other employees of Logitech Inc.

In the event Mr. Quindlen is terminated without cause other than after a change of control he is entitled to:

an amount equal to his current annual base salary; plus

his current annual targeted bonus amount.

Cause in Mr. Quindlen's employment agreement is defined as (i) theft, dishonesty, misconduct or falsification of any employment or Company records; (ii) improper disclosure of the Company's confidential or proprietary information; (iii) any action which has a material detrimental effect on the Company's reputation or business; (iv) failure or inability to perform any assigned duties after written notice from the Company, and a reasonable opportunity to cure, such failure or inability; (v) the conviction (including any plea of guilty or no contest) of a felony, or of any other criminal act if that act impairs the ability to perform duties or (vi) the failure to cooperate in good faith with a governmental or internal investigation of the Company or its directors, officers or employees, if the Company has requested cooperation.

To the extent any severance payments to Mr. Quindlen under his employment agreement are subject to Section 409A of the U.S. Internal Revenue Code, the first payment will be made in the seventh month after his separation from service, and the installments that otherwise would have been paid during the first six months will be paid in a lump sum when the payments commence.

If any amounts become payable to Mr. Quindlen under his change of control severance agreement, which is discussed below, or any successor agreement, the aggregate amount of any amounts payable to Mr. Quindlen under his employment agreement will be reduced to the extent necessary so as to prevent the duplication of severance payments to him.

New Employment Agreements with Mark J. Hawkins , David Henry, Junien Labrousse, and L. Joseph Sullivan

The employment agreements with Mark J. Hawkins, David Henry, Junien Labrousse, and L. Joseph Sullivan were entered into to reflect their current compensation arrangements. Any prior offer letter or employment agreement is superseded on the entry into of the new employment agreements.

The material terms of the agreements are as follows:

Annual base salary is set out below, by executive officer.

Executive officer	Annual base salary (fiscal year 2009)
Mark J. Hawkins	\$ 460,000
David Henry	\$ 460,000
Junien Labrousse	\$ 680,000
L. Joseph Sullivan	\$ 340,000

The amount of each executive's annual base salary and target bonus percentage is at the sole discretion of the Logitech Board of Directors or the Compensation Committee of the Board.

Each executive is entitled to the same health and welfare benefits as are available to other employees of Logitech Inc.

New Change of Control Severance Agreements

The Company and Logitech entered into new change of control severance agreements with each of its executive officers. The new agreements reflect changes in U.S. tax laws governing deferred compensation, including severance arrangements, and current compensation arrangements. The material terms of the change of control severance agreements remain unchanged from the prior change of control severance agreements in place with each executive officer, except that the new agreements also contemplate the possible acceleration of equity incentives other than stock options. The prior agreements were terminated effective on the entry into of the new agreements.

The material terms of each agreement are the same for each executive officer, except that, as discussed further below, Gerald Quindlen is entitled to a tax gross-up, and any acceleration of Guerrino De Luca's unvested stock options are limited to those granted to him prior to January 28, 2008.

The material terms common to all of the change of control severance agreements are set out below. Under the agreements, each executive officer is eligible to receive the following benefits, should the executive officer be terminated without cause, resign for good reason or be or demoted within 12 months after a change of control:

The continuation of the executive's current compensation for 12 months;

Continuation of health insurance benefits for up to 12 months;

Acceleration of vesting for all stock options held by the executive, with the vesting, exercisability or settlement of any other equity awards granted to the executive by Logitech accelerated to the extent set forth in the applicable equity award agreement between the executive and Logitech or the Company; and

Executive level outplacement services of a value of up to \$5,000.

The term "current compensation" includes:

The greater of (i) the executive's annual base salary in effect immediately prior to the executive's termination and (ii) the executive's annual base salary in effect on the date of the change of control agreement; plus

The amount of the executive's annual and quarterly bonuses for the fiscal year preceding the fiscal year in which severance benefits become payable to the executive.

The change of control severance agreement defines the term "change of control" to mean:

A merger or consolidation of Logitech with another corporation resulting in a greater than 50% change in the total voting power of Logitech or the surviving company immediately following the transaction;

The complete liquidation of Logitech;

The sale or other disposition of all or substantially all Logitech's assets; or

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The acquisition by any person of securities of Logitech representing 50% or more of the total voting power of Logitech's outstanding shares.

To the extent any payments under the change of control severance agreements are subject to Section 409A of the U.S. Internal Revenue Code, the first payment will be made in the seventh month after the executive's separation from service, and the installments that otherwise would have been paid during the first six months will be paid in a lump sum when the payments commence.

Change of Control Severance Agreement with Guerrino De Luca

The change of control severance agreement with Guerrino De Luca, Logitech's Chairman of the Board of Directors, is the same as for the other executive officers, except that only those stock options granted by Logitech to him before January 28, 2008, while he was serving as CEO, are subject to acceleration under his agreement. Options granted to him after January 28, 2008 are not subject to acceleration.

Change of Control Severance Agreement with Gerald Quindlen

The change of control severance agreement with Gerald Quindlen, Logitech's President and Chief Executive Officer, is the same as for the other executive officers, except that his agreement provides a tax gross-up to reimburse him for any additional taxes incurred under Section 280G of the U.S. Internal Revenue Code in connection with a change of control.

ITEM 9.01. Financial Statements and Exhibits

d) Exhibits.

The following exhibits are furnished with this report on Form 8-K:

- 10.1 Employment Agreement dated December 3, 2008 between Logitech Inc. and Gerald P. Quindlen
- 10.2 Form of Employment Agreement dated December 3, 2008 between Logitech Inc. and each of Mark J. Hawkins, David Henry, Junien Labrousse, and L. Joseph Sullivan
- 10.3 Form of Change of Control Severance Agreement dated December 3, 2008 among Logitech International S.A., Logitech Inc. and each of Mark J. Hawkins, David Henry, Junien Labrousse, and L. Joseph Sullivan
- 10.4 Change of Control Severance Agreement dated December 3, 2008 among Logitech International S.A., Logitech Inc. and Gerald Quindlen
- 10.5 Change of Control Severance Agreement dated December 3, 2008 among Logitech International S.A., Logitech Inc. and Guerrino De Luca

SIGNATURES

Pursuant to the requirements of the Securities and Exchange Act of 1934, the registrant has duly caused this report to be signed by the undersigned, thereunto duly authorized.

Logitech International S.A.

/s/ Catherine Valentine
Catherine Valentine
General Counsel, Vice

President, Legal and

Secretary

December 9, 2008

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LIABILITIES

Distributions payable

340

47

194

12

15

1

Fund, BellSouth Retirement Savings Plan and other transfers payable - net

19

11

Notes payable

63

Total Liabilities

340

47

194

31

26

64

Net Assets Available for Benefits

\$	1,116,677
\$	129,559
\$	362,140
\$	67,120
\$	54,864
\$	21,940

The accompanying notes are an integ

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AND SECURITY PLAN

FOR BENEFITS, WITH FUND INFORMATION

**31, 2001
usands)**

Bond Fund	T. Rowe Price Mid-Cap Growth	DFA U.S. Small Cap Value II Fund	DFA International Value II Fund	DFA U.S. Large Cap Value II Fund	Participant Loans	Other	Employee Stock Ownership Plan		Total
							Allocated	Unallocated	
\$ 25,415	\$ 47,109	\$ 23,860	\$ 5,351	\$ 16,364	\$ 38,094	\$ 7,004	\$	\$	\$ 1,912,996
							811,095		811,095
								136,874	136,874
							858	6,739	7,597
25,415	47,109	23,860	5,351	16,364	38,094	7,004	811,953	143,613	2,868,562
78	164	102	24	62					3,358
107				12	1,310				1,704
25,600	47,273	23,962	5,375	16,438	39,404	7,004	811,953	143,613	2,873,624
5	5	2	5	9	4		202		841
	296	1				7,004	11		7,405
								66,068	66,068
5	301	3	5	9	4	7,004	213	66,068	74,314
\$ 25,595	\$ 46,972	\$ 23,959	\$ 5,370	\$ 16,429	\$ 39,400	\$	\$ 811,740	\$ 77,545	\$ 2,799,310

ral part of these financial statements.

Table of Contents**BELLSOUTH SAVINGS****STATEMENT OF NET ASSETS AVAILABLE**

	December (In Tho					
	BellSouth Stock Fund	Indexed Stock Fund	Interest Income Fund	Vanguard Growth Index-Institutional	Fidelity Growth & Income Portfolio	Balanced Fund
ASSETS						
Share of Trust net assets	\$ 1,323,639	\$ 176,541	\$ 334,662	\$ 97,374	\$ 66,864	\$ 22,870
Investment in BellSouth Savings and Security Employee Stock Ownership Plan Trust:						
Shares of BellSouth common stock allocated to participants						
Shares of BellSouth common stock held for future allocation						
Temporary cash investments						
Total Investments	1,323,639	176,541	334,662	97,374	66,864	22,870
Contributions receivable	1,553	384	537	330	203	61
Fund, BellSouth Retirement Savings Plan and other transfers receivable net	310	197			44	14
Total Assets	1,325,502	177,122	335,199	97,704	67,111	22,945
LIABILITIES						
Distributions payable	677	98	96	51	17	4
Fund, BellSouth Retirement Savings Plan and other transfers payable net			376	185		
Notes payable						
Total Liabilities	677	98	472	236	17	4
Net Assets Available for Benefits	\$ 1,324,825	\$ 177,024	\$ 334,727	\$ 97,468	\$ 67,094	\$ 22,941

The accompanying notes are an integ

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AND SECURITY PLAN

FOR BENEFITS, WITH FUND INFORMATION

31, 2000
usands)

Bond Fund	T. Rowe Price Mid-Cap Growth	DFA U.S. Small Cap Value II Fund	DFA International Value II Fund	DFA U.S. Large Cap Value II Fund	Participant Loans	Other	Employee Stock Ownership Plan		Total
							Allocated	Unallocated	
\$ 8,587	\$ 52,782	\$ 13,112	\$ 6,102	\$ 8,652	\$ 39,982	\$ 9,665	\$	\$	\$ 2,160,832
							879,192		879,192
								214,370	214,370
							414	7,302	7,716
8,587	52,782	13,112	6,102	8,652	39,982	9,665	879,606	221,672	3,262,110
26	160	40	23	38			1,840		5,195
123		16		24	1,306				2,034
8,736	52,942	13,168	6,125	8,714	41,288	9,665	881,446	221,672	3,269,339
	5	1	2	15	4		108		1,078
	262					9,665	17		10,505
								98,175	98,175
	267	1	2	15	4	9,665	125	98,175	109,758
\$ 8,736	\$ 52,675	\$ 13,167	\$ 6,123	\$ 8,699	\$ 41,284	\$	\$ 881,321	\$ 123,497	\$ 3,159,581

ral part of these financial statements.

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	BELLSOUTH SAVINGS						
	STATEMENT OF CHANGES						
	FOR BENEFITS,						
	Year Ended Dec						
	(In Tho						
	BellSouth	Indexed	Interest	Vanguard	Fidelity	Balanced	Bond
	Stock	Stock	Income	Growth	& Income	Fund	Fund
	Fund	Fund	Fund	Index-Institutional	Portfolio	Fund	Fund
Net Assets Available for Benefits, December 31, 2000	\$ 1,324,825	\$ 177,024	\$ 334,727	\$ 97,468	\$ 67,094	\$ 22,941	\$ 8,736
Employee contributions	40,503	10,001	26,312	8,146	5,785	2,076	2,742
Transfer of participants balances net	(64,564)	(21,052)	50,643	(17,015)	(3,612)	434	15,847
Supplemental contributions							
Allocation of shares to participants							
Transfer for loan repayment							
Total Contributions, Allocations and Transfers	(24,061)	(11,051)	76,955	(8,869)	2,173	2,510	18,589
Share of Trust investment activities	(49,549)	(20,421)	20,712	(12,217)	(6,420)	(640)	1,323
Total	(73,610)	(31,472)	97,667	(21,086)	(4,247)	1,870	19,912
Less: Distributions to participants	134,538	15,993	70,254	9,262	7,983	2,871	3,053
Interest on notes payable							
Net Assets Available for Benefits, December 31, 2001	\$ 1,116,677	\$ 129,559	\$ 362,140	\$ 67,120	\$ 54,864	\$ 21,940	\$25,595

The accompanying notes are an integ

Table of Contents**AND SECURITY PLAN****IN NET ASSETS AVAILABLE
WITH FUND INFORMATION**December 31, 2001
(in thousands)

T. Rowe Price Mid-Cap Growth	DFA U.S. Small Cap Value II Fund	DFA International Value II Fund	DFA U.S. Large Cap Value II Fund	Participant Loans	Other	Employee Stock Ownership Plan		Total
						Allocated	Unallocated	
\$ 52,675	\$ 13,167	\$ 6,123	\$ 8,699	\$ 41,284	\$	\$ 881,321	\$ 123,497	\$ 3,159,581
4,801	1,702	706	1,762					104,536
(3,799)	8,134	452	7,464	(2,127)	166	(9,575)		(38,604)
							26,102	26,102
						65,492	(65,492)	
						(10,109)	10,109	
1,002	9,836	1,158	9,226	(2,127)	166	45,808	(29,281)	92,034
(1,250)	3,125	(915)	150	3,222	(166)	(42,203)	(8,423)	(113,672)
(248)	12,961	243	9,376	1,095		3,605	(37,704)	(21,638)
5,455	2,169	996	1,646	2,979		73,186		330,385
							8,248	8,248
\$46,972	\$ 23,959	\$ 5,370	\$ 16,429	\$ 39,400	\$	\$ 811,740	\$ 77,545	\$ 2,799,310

ral part of these financial statements.

Table of Contents**BELLSOUTH SAVINGS****STATEMENT OF CHANGES
FOR BENEFITS, WITH****Year Ended Dec
(In Tho**

	BellSouth Stock Fund	Indexed Stock Fund	Interest Income Fund	Vanguard Growth Index-Institutional	Fidelity Growth & Income Portfolio	Balanced Fund	Bond Fund
Net Assets Available for Benefits, December 31, 1999	\$ 1,752,157	\$ 207,625	\$ 351,123	\$ 90,650	\$ 70,927	\$ 25,154	\$ 7,715
Employee contributions	50,900	13,445	35,526	11,208	6,589	2,450	744
Transfer of participants' balances net	(111,811)	708	37,950	41,946	1,433	(1,784)	681
Supplemental contributions							
Allocation of shares to participants							
Transfer for loan repayment							
Total Contributions, Allocations and Transfers	(60,911)	14,153	73,476	53,154	8,022	666	1,425
Share of Trust investment activities	(148,371)	(17,323)	20,131	(27,360)	(1,659)	798	819
Total	(209,282)	(3,170)	93,607	25,794	6,363	1,464	2,244
Less: Distributions to participants	218,050	27,431	110,003	18,976	10,196	3,677	1,223
Interest on notes payable							
Net Assets Available for Benefits, December 31, 2000	\$ 1,324,825	\$ 177,024	\$ 334,727	\$ 97,468	\$ 67,094	\$ 22,941	\$ 8,736

The accompanying notes are an integ

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AND SECURITY PLAN

**IN NET ASSETS AVAILABLE
FUND INFORMATION**

December 31, 2000
(in thousands)

T. Rowe Price Mid-Cap Growth	DFA U.S. Small Cap Value II Fund	DFA International Value II Fund	DFA U.S. Large Cap Value II Fund	Participant Loans	Other	Employee Stock Ownership Plan		Total
						Allocated	Unallocated	
\$ 20,379	\$ 11,191	\$ 5,680	\$ 9,221	\$ 39,628	\$	\$ 1,063,635	\$ 186,131	\$ 3,841,216
4,363	1,188	676	864					127,953
31,734	1,720	783	(749)	(6,211)	(1,090)	(16,035)		(20,725)
							24,861	24,861
						40,221	(40,221)	
						(9,863)	9,863	
36,097	2,908	1,459	115	(6,211)	(1,090)	14,323	(5,497)	132,089
2,134	1,055	(4)	670	9,863	1,090	(96,712)	(46,159)	(301,028)
38,231	3,963	1,455	785	3,652		(82,389)	(51,656)	(168,939)
5,935	1,987	1,012	1,307	1,996		99,925		501,718
							10,978	10,978
\$ 52,675	\$ 13,167	\$ 6,123	\$ 8,699	\$ 41,284	\$	\$ 881,321	\$ 123,497	\$ 3,159,581

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	BELLSOUTH SAVINGS						
	STATEMENT OF CHANGES						
	FOR BENEFITS, WITH						
	Year Ended De						
	(In Tho						
	BellSouth	Indexed	Interest	Vanguard	Fidelity	Balanced	Bond
	Stock	Stock	Income	Growth	& Income	Fund	Fund
	Fund	Fund	Fund	Index-Institutional	Portfolio	Fund	Fund
Net Assets Available for Benefits, December 31, 1998	\$ 2,058,039	\$ 184,123	\$ 322,241	\$ 45,629	\$ 67,836	\$ 23,896	\$ 8,658
Employee contributions	47,492	11,477	18,166	5,250	4,775	1,793	762
Transfer of participants balances net	(82,142)	(13,108)	38,967	23,424	(3,913)	(901)	(646)
Supplemental contributions							
Allocation of shares to participants							
Transfer for loan repayment							
Total Contributions, Allocations and Transfers	(34,650)	(1,631)	57,133	28,674	862	892	116
Share of Trust investment activities	(148,325)	36,005	18,059	19,713	6,474	1,832	(172)
Total	(182,975)	34,374	75,192	48,387	7,336	2,724	(56)
Less: Distributions to participants	122,907	10,872	46,310	3,366	4,245	1,466	887
Interest on notes payable							
Net Assets Available for Benefits, December 31, 1999	\$ 1,752,157	\$ 207,625	\$ 351,123	\$ 90,650	\$ 70,927	\$ 25,154	\$ 7,715

The accompanying notes are an integ

Table of Contents**AND SECURITY PLAN****IN NET ASSETS AVAILABLE
FUND INFORMATION**December 31, 1999
(in thousands)

T. Rowe Price Mid-Cap Growth	DFA U.S. Small Cap Value II Fund	DFA International Value II Fund	DFA U.S. Large Cap Value II Fund	Participant Loans	Other	Employee Stock Ownership Plan		Total
						Allocated	Unallocated	
\$ 14,171	\$ 13,441	\$ 4,170	\$ 10,318	\$ 30,026	\$	\$ 1,084,067	\$ 264,096	\$ 4,130,711
1,514	961	386	747					93,323
2,218	(3,902)	723	(1,573)	8,084	(118)	(3,545)		(36,432)
							24,500	24,500
						76,948	(76,948)	
						(9,384)	9,384	
3,732	(2,941)	1,109	(826)	8,084	(118)	64,019	(43,064)	81,391
3,749	1,282	716	336	2,416	118	(45,335)	(21,443)	(124,575)
7,481	(1,659)	1,825	(490)	10,500		18,684	(64,507)	(43,184)
1,273	591	315	607	898		39,116		232,853
							13,458	13,458
\$ 20,379	\$ 11,191	\$ 5,680	\$ 9,221	\$ 39,628	\$	\$ 1,063,635	\$ 186,131	\$ 3,841,216

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BELLSOUTH SAVINGS AND SECURITY PLAN

NOTES TO FINANCIAL STATEMENTS

(Dollars in Thousands, Except Per-Participant Amounts)

1. Plan Description

General

The following description of the BellSouth Savings and Security Plan (the Plan) provides only general information. For additional information, participants should refer to the Plan Prospectus/Summary Plan Description, as supplemented (SPD). A copy of the SPD can be obtained by calling the BellSouth Participant Service Center at 1-866-697-1006. In addition, copies of the Plan agreement and other related documents which include details of the Plan can be obtained by writing to: Secretary, BellSouth Savings Plan Committee, Room 13C09, 1155 Peachtree Street, N.E., Atlanta, Georgia 30309-3610.

The Plan was established by BellSouth Corporation (BellSouth) to provide a convenient way for non-salaried employees to save for their retirement on a long-term basis and to acquire an ownership interest in BellSouth. The Plan consists of two parts: one is a profit sharing plan which includes a qualified cash or deferred arrangement and which is intended to qualify as such under Sections 401(a), 401(k) and 401(m) and related sections of the Internal Revenue Code of 1986, as amended (the Code); the second part is an Employee Stock Ownership Plan (ESOP) which is designed as a stock bonus plan to invest primarily in shares of BellSouth Common Stock and which is intended to qualify under Sections 401(a), 401(m) and 4975(e)(7) and related sections of the Code. Substantially all non-management employees who are active, regular full-time or part-time employees of a BellSouth company participating in the Plan and have completed one year of service are eligible to participate. The Plan is subject to the Employee Retirement Income Security Act of 1974, as amended.

Master Trust

For investment purposes, the assets of the Plan are held in the BellSouth Master Savings Trust (the Master Savings Trust). The Master Savings Trust also holds the assets of the BellSouth Retirement Savings Plan (BRSP).

Investment Options

At December 31, 2001, the Plan's assets were comprised of the following investment vehicles: BellSouth Stock Fund, Indexed Stock Fund, Interest Income Fund, Bond Fund, Balanced Fund and the following mutual funds: Fidelity Growth & Income Portfolio, Vanguard Growth Index-Institutional, DFA U.S. Small Cap Value II Fund, T. Rowe Price Mid-Cap Growth, DFA U.S. Large Cap Value II Fund and DFA International Value II Fund. All investments are valued on a daily basis.

Concentrations of Risk

At December 31, 2001 and 2000, the Plan's assets were significantly concentrated in shares of BellSouth Common Stock, the value of which is subject to fluctuations related to corporate, industry and economic factors.

The Plan's other investment options include a variety of stocks, bonds, fixed income securities, mutual funds and other investment securities. Investment securities subject participants to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the Statements of Net Assets Available for Benefits, With Fund Information.

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BELLSOUTH SAVINGS AND SECURITY PLAN
NOTES TO FINANCIAL STATEMENTS (Continued)
(Dollars in Thousands, Except Per-Participant Amounts)

1. Plan Description (continued)

Vesting

Participant contributions vest immediately. Employing company matching contributions vest upon a participant's completion of three years of service. One year of vesting service is earned upon a participant's completion of 1,000 work hours during any year.

Participant Loans (Whole Dollars)

Participants may borrow from their fund accounts a minimum of \$1,000 up to the lesser of \$50,000 minus the highest outstanding loan principal balance over the previous twelve months or 50 percent of their before-tax account balances as defined by the Plan document and any amounts rolled over to the Plan from other qualified plans. Loan balances are secured by the assets allocated to the participant's accounts and bear interest at various rates which ranged from 5.75% to 10.5% at December 31, 2001. Principal and interest are paid ratably through periodic payroll deductions for active employees and by coupon for nonactive employees.

Service Providers

As of May 1, 1999, State Street Bank & Trust Company serves as the Trustee for the Master Savings Trust. Prior to May 1, 1999, Bankers Trust Company served as the Trustee for the Master Savings Trust. Metropolitan Life Insurance Company serves as the recordkeeper and service center provider for the Plan.

2. Accounting Policies

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

With respect to the Statements of Net Assets Available for Benefits, With Fund Information for the years presented, allocated Share of Trust Net Assets includes investments at fair value, accrued interest income, accrued dividends, receivables for investments sold, payables for investments purchased and accrued administrative expenses of the Master Savings Trust.

With respect to the Statements of Changes in Net Assets Available for Benefits, With Fund Information for the years presented, allocated Share of Trust Investment Activities includes the sum of realized gains, net of realized losses, the net change in unrealized appreciation/(depreciation) of the fair value of the investments, interest income, dividends, investment manager fees and other administrative fees paid by the Master Savings Trust.

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BELLSOUTH SAVINGS AND SECURITY PLAN
NOTES TO FINANCIAL STATEMENTS (Continued)
(Dollars in Thousands, Except Per-Participant Amounts)

2. Accounting Policies (continued)

The values of investments in the Master Savings Trust are determined as follows:

- Shares of BellSouth Common Stock and equity securities underlying the Indexed Stock Fund are valued on the basis of the closing price per share on December 31, 2001 and 2000 as reported on the New York Stock Exchange or, if no sales were made on that date, at the closing price on the next preceding day on which sales were made;
- The values of mutual funds, all of which are traded on a national securities exchange, are based on published daily closing net asset values as reported by the respective securities exchanges;
- Over-the-counter securities and government obligations are valued based on the bid prices on December 31, 2001 and 2000 from published sources where available and, if not available, from other sources considered reliable;
- Annuity contracts with insurance companies and synthetic contracts (derivatives) are valued at principal plus reinvested interest; and
- Future and forward contracts (derivatives) are carried at fair value and reflect the amount that the Master Savings Trust would receive or pay to terminate the contracts at the reporting date.

Purchases and sales of securities are reflected as of the trade date.

Realized gains and losses on sales of investments are determined on the basis of average cost.

Dividend income is recognized on the date the Master Savings Trust is entitled to the benefit. Interest earned on investments is recognized on the accrual basis.

Realized gains and losses as well as the current unrealized gains and losses of open derivative contracts are recorded currently to income.

3. Contributions

Employee contributions to the Plan are recorded based upon authorized basic and supplemental contributions. The maximum basic contribution rate was \$60 per week for 2001, 2000 and 1999. Participants may contribute up to the IRS limit of their eligible compensation to the Plan on a before-tax basis.

As discussed in Section 3 of the Plan document, participants may also rollover amounts into the Plan from other qualified plans.

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BELLSOUTH SAVINGS AND SECURITY PLAN
NOTES TO FINANCIAL STATEMENTS (Continued)
(Dollars in Thousands, Except Per-Participant Amounts)

3. Contributions (continued)

The employing company makes matching contributions to the Employee Stock Ownership Plan (ESOP) in respect of each participant's authorized basic contribution. The rate of the employing company matching contribution remains in effect for a twelve-month period from April 1 through March 31 and varies from company to company. The employing company makes a matching contribution that is a percentage of the employee's basic contribution. The ranges of matching contribution rates for the three years ended December 31, 2001 were as follows:

	<u>2001</u>	<u>2000</u>	<u>1999</u>
January-March	81%	76%	76% - 81%
April-December	65% - 81%	81%	76%

4. Plan Expenses

Each participant in the Plan is charged a flat annual fee for Plan administrative expenses, including record keeping, trustee and other expenses considered reasonable by the Plan administrator. The fee is divided on a pro rata basis among each investment option of the participant. The per-participant fee was \$36.00 for 2001, \$35.25 for 2000 and \$33.00 for 1999. Additional fees are charged to individual participants for various services provided by the Plan's recordkeeper.

Investment manager fees are paid by the Master Savings Trust. The Plan's share of investment manager fees included in allocated share of Trust investment activities in the Statements of Changes in Net Assets Available for Benefits, With Fund Information for the years presented, were as follows:

	<u>For the Year Ended December 31,</u>		
	<u>2001</u>	<u>2000</u>	<u>1999</u>
BellSouth Stock Fund	\$ 246	\$ 269	\$ 237
Indexed Stock Fund	18	(14)	65
Interest Income Fund	157	151	145
Balanced Fund	43	26	30
Bond Fund	45	17	18
Allocated ESOP	133	125	
	<u>\$ 642</u>	<u>\$ 574</u>	<u>\$ 495</u>

Table of Contents**BELLSOUTH SAVINGS AND SECURITY PLAN****NOTES TO FINANCIAL STATEMENTS (Continued)****(Dollars in Thousands, Except Per-Participant Amounts)****4. Plan Expenses (continued)**

For the mutual funds, investment manager fees are not paid directly from the Master Savings Trust. However, these investments are subject to mutual fund management fees which reduce the overall return of the respective mutual fund. These fees, expressed as percentages of fund assets, which were assessed against the mutual funds by their respective managers, were as follows:

	For the Year Ended December 31,		
	2001	2000	1999
Vanguard Growth Index-Institutional	0.12%	0.12%	0.12%
Fidelity Growth & Income Portfolio	0.66%	0.67%	0.68%
T. Rowe Price Mid-Cap Growth	0.89%	0.87%	0.91%
DFA U.S. Small Cap Value II Fund	0.41%	0.44%	0.44%
DFA International Value II Fund	0.53%	0.50%	0.50%
DFA U.S. Large Cap Value II Fund	0.31%	0.37%	0.37%

5. Tax Status

The Internal Revenue Service has determined and informed BellSouth by a favorable determination letter dated April 14, 1998 that the Plan and related Trust meet the requirements of Section 401(a) of the Code, and are exempt from federal income taxes under Section 501(a) of the Code.

The Plan was amended and restated effective July 1, 2001 to comply with the provisions of the GUST amendment to ERISA. The following acts are collectively referred to as the GUST amendment: the Retirement Protection Act of 1994, Uniformed Services Employment and Reemployment Rights Act of 1994, Small Business Job Protection Act of 1996, Taxpayer Relief Act of 1997, and the Internal Revenue Service Restructuring and Reform Act of 1998. Management has filed the amended Plan documents with the Department of Labor and Internal Revenue Service and believes that the Plan continues to be in compliance with the Internal Revenue Code and is not aware of any course of action or series of events that have occurred that might adversely affect the Plan's qualified status.

The federal income tax effects on participants with respect to the Plan are described in the SPD.

6. Termination Priorities

BellSouth intends to continue the Plan indefinitely but reserves the right to terminate or amend it. In the event the Plan is terminated and if BellSouth or its subsidiaries sponsor another defined contribution plan, the participants may elect to have their account balances transferred to the other plan. If BellSouth or its subsidiaries do not sponsor such a plan, the participants would receive a lump-sum distribution of their account balances.

Table of Contents**BELLSOUTH SAVINGS AND SECURITY PLAN****NOTES TO FINANCIAL STATEMENTS (Continued)****(Dollars in Thousands, Except Per-Participant Amounts)****7. Interest in BellSouth Master Savings Trust**

The assets of the Plan are held in the Master Savings Trust and are commingled with the assets of the BRSP. The assets of the Master Savings Trust are allocated to the Plan based upon the total of each individual plan participant's share of the Master Savings Trust's assets. The Plan's allocated share of the total net assets of all funds in the Master Savings Trust was 30.37252% at December 31, 2001 and 31.80631% at December 31, 2000. The Plan's allocated share of the net assets of each fund in the Master Savings Trust at December 31, 2001 and 2000 were as follows:

	2001	2000
BellSouth Stock Fund	43.83355%	45.90979%
Indexed Stock Fund	12.65063%	13.79783%
Interest Income Fund	25.93407%	26.23836%
Vanguard Growth Index-Institutional	25.36455%	27.22200%
Fidelity Growth & Income Portfolio	25.16737%	27.07369%
Balanced Fund	18.20005%	17.97972%
Bond Fund	14.38763%	7.82108%
T. Rowe Price Mid-Cap Growth	23.89580%	25.23658%
DFA U.S. Small Cap Value II Fund	18.08438%	15.77238%
DFA International Value II Fund	14.70964%	13.60468%
DFA U.S. Large Cap Value II Fund	25.34689%	23.20607%
Participant Loans	35.77935%	36.75449%
Other	25.38325%	39.40465%

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BELLSOUTH SAVINGS AND SECURITY PLAN
NOTES TO FINANCIAL STATEMENTS (Continued)
(Dollars in Thousands, Except Per-Participant Amounts)

7. Interest in BellSouth Master Savings Trust (continued)

The financial position of the Master Savings Trust at December 31, 2001 and 2000 was as follows:

	<u>2001</u>	<u>2000</u>
Assets:		
Investments at value:		
BellSouth Stock Fund:		
Shares of BellSouth Common Stock#	\$ 2,529,043	\$ 2,867,936
Temporary cash investments	11,323	15,254
Distributable shares	54	18
Indexed Stock Fund:		
Equity Index Fund#	1,021,525	1,279,516
Interest Income Fund:		
General account investment contracts	33,422	74,600
Security backed investments	1,313,174	1,145,384
Temporary cash investments	41,780	48,616
Vanguard Growth Index-Institutional:		
Securities	263,689	357,703
Fidelity Growth & Income Portfolio:		
Securities	217,311	246,970
Balanced Fund:		
Securities	108,688	114,758
Temporary cash investments	11,554	12,333
Bond Fund:		
Securities	236,785	136,945
Temporary cash investments	20,791	4,954
T. Rowe Price Mid-Cap Growth:		
Securities	197,142	209,152
DFA U.S. Small Cap Value II Fund:		
Securities	131,938	83,136
DFA International Value II Fund:		
Securities	36,381	44,852
Personal Choice Retirement Account:		
Securities	40,849	51,004
Mutual Funds	25,122	29,181
Common trusts	2,197	2,508
Temporary cash investments	15,885	16,360
DFA U.S. Large Cap Value II Fund:		
Securities	64,562	37,284
Participant Loans:		
Loans to participants	106,468	108,781
Contribution Account :		
BellSouth Common Shares	4,830	5,086
Temporary cash investments	2,886	1,346
Distribution Account :		
Temporary cash investments	19,837	17,958

(Continued)

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BELLSOUTH SAVINGS AND SECURITY PLAN
NOTES TO FINANCIAL STATEMENTS (Continued)
(Dollars in Thousands, Except Per-Participant Amounts)

7. Interest in BellSouth Master Savings Trust (continued)

	<u>2001</u>	<u>2000</u>
Expense Account :		
Temporary cash investments	762	2,540
Dividends and interest income receivable	8,682	9,029
Receivable for investments sold	4,260	474
Other receivables		76
Variation margin receivable	318	
	<u>6,471,258</u>	<u>6,923,754</u>
Liabilities:		
Payable for investments purchased	81,991	36,300
Variation margin payable		42
Other payables	2,264	392
	<u>6,387,003</u>	<u>6,887,020</u>
Trust net assets (excluding ESOP Trusts)		
Investment in ESOP Trusts:		
Shares of BellSouth Common Stock allocated to participants#	1,953,046	2,034,525
Distributable shares	22	5
Shares of BellSouth Common Stock held for future allocation#	418,893	661,301
Temporary cash investments	20,351	21,672
	<u>8,779,315</u>	<u>9,604,523</u>
Total investments		
Liabilities:		
Notes payable	212,831	306,959
	<u>\$ 8,566,484</u>	<u>\$ 9,297,564</u>
Trust net assets		
Investments at cost	<u>\$ 7,366,744</u>	<u>\$ 7,371,056</u>

Represents an individual investment which is 5% or more of the Net Assets of the Master Savings Trust. These accounts are combined and presented as the Other fund in the accompanying financial statements.

The Master Savings Trust is party to derivative financial instruments for purposes other than trading. The most significant of the derivatives, guaranteed investment contracts (GICs) including synthetics, are used to offer a fixed interest rate of return over time, in which the principal and interest components can be accessed at book value. Synthetic GICs are actively managed, collateralized portfolios which offer increased credit quality over traditional GICs. Other derivative instruments, consisting of highly liquid exchange traded equity and debt futures are used primarily to rebalance the fixed income/equity allocation of the Trust's portfolio. In addition, mortgage rolls (forward contracts) are used in combination with actively managed cash equivalents to provide enhanced yield from mortgage sector bonds.

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BELLSOUTH SAVINGS AND SECURITY PLAN

NOTES TO FINANCIAL STATEMENTS (Continued)

(Dollars in Thousands, Except Per-Participant Amounts)

7. Interest in BellSouth Master Savings Trust (continued)

Distributions from the BellSouth Stock Fund and the BellSouth Management Savings and ESOP Trust and the BellSouth Savings and Security ESOP Trust (the ESOP Trusts) that are payable in shares of BellSouth Common Stock are separated from the Shares of BellSouth Common Stock and Shares of BellSouth Common Stock allocated to participants lines and reflected as Distributable shares.

Assets in the BellSouth Stock Fund, Bond Fund, Indexed Stock Fund, mutual funds and some of the assets in the Balanced Fund are invested in securities which fluctuate in market value, therefore the values of the fund units fluctuate daily.

Assets in the Interest Income Fund are invested in the following types of financial vehicles:

- *Cash and Cash Equivalents* These are short-term money market investments, maturing in less than twelve months, that are necessary to meet daily liquidity needs.
- *General Account Investment Contracts* These contracts are also referred to as traditional investment contracts. An investment contract is termed general account when the assets committed to the contract are commingled with other general assets of the contract issuer. The contract issuer promises to return the invested principal plus a stated rate of interest upon maturity. The quality of the promise is a function of the financial condition of the contract issuer.
- *Security Backed Investments* These are generic terms which refer to investment contracts other than traditional general account investment contracts as defined above. These investments consist of a combination of marketable securities, owned directly by the Plan or as units of a separate account or trust owned by the Plan, and an investment contract that provides liquidity for eligible employee benefits at book value.

Group Trust Investment Contracts Group Trust refers to the INVESCO Group Trust for Retirement Benefit Plans. The INVESCO Group Trust contains a series of commingled investment funds, available only to INVESCO clients, constructed to provide a stable value portfolio with the beneficial elements of various fixed income management strategies. The Plan's investment in any one of the various INVESCO Group Trust Funds is unitized and may be wrapped by an independent financial institution through the issuance of an investment contract.

Separate Account Investment Contracts An investment contract is termed separate account when the assets committed to the contract are segregated from the general assets of the contract issuer through the use of a specifically identifiable separate account. The separate account may be comprised of investments from one Plan or Trust, or comprised of investments from multiple qualified retirement Plans and Trusts. Though ownership of the assets held in a separate account is retained by the contract issuer, the assets are protected from liabilities arising from the contract issuers general operations. The investment performance of a separate account investment contract may be a function of the investment performance of the investments held in the separate account.

Synthetic Investment Contract The term synthetic investment contract is used to describe a variety of investment contracts under which a Plan retains ownership of the invested assets, or owns units of an account or trust which holds the invested assets. A synthetic investment contract, also referred to as a wrap contract, is negotiated with an independent financial institution. Under the terms of these investment contracts, the contract issuer ensures the Plan's ability to pay eligible employee benefits at book value. The investment performance of a synthetic investment contract may be a function of the investment performance of the invested assets.

Table of Contents**BELLSOUTH SAVINGS AND SECURITY PLAN****NOTES TO FINANCIAL STATEMENTS (Continued)****(Dollars in Thousands, Except Per-Participant Amounts)****7. Interest in BellSouth Master Savings Trust (continued)**

The value of the Interest Income Fund reflected in these financial statements is based upon the principal invested and the interest credited. The fair value of the Interest Income Fund, by investment type, at December 31, 2001 and 2000 was as follows:

	December 31, 2001	December 31, 2000
General account investment contracts	\$ 33,422	\$ 74,600
Security backed investments:		
Underlying assets	1,358,287	1,171,635
Wrapper contracts	(45,113)	(26,251)
Total contracts	\$ 1,346,596	\$ 1,219,984

The contracts held by the Master Savings Trust in the Interest Income Fund are considered fully benefit-responsive in accordance with AICPA Statement of Position 94-4. The crediting interest rate was 5.77% at December 31, 2001 and 6.60% at December 31, 2000. The average yield was 6.24% in 2001 and 6.51% in 2000. Interest rates are reset on a semi-annual, quarterly or monthly basis to move the current book value of these investments toward the projected future market value over the life of the contract.

During 1990, the ESOP Trusts issued medium-term notes in the aggregate amount of \$850 million to fund the purchase of BellSouth Common Stock to be utilized at later dates to fulfill match obligations. Shares purchased with such funds are released for allocation to participant accounts based on a prescribed schedule coinciding with payments on the ESOP notes.

Assets held in the Master Savings Trust are generally unavailable to service the ESOP debt; however, the notes are guaranteed by and are subject to direct recourse against BellSouth. BellSouth contributes to the ESOP Trusts an amount necessary, net of ESOP dividends and interest, to service the ESOP notes. Such contributions are classified as Supplemental Contributions in the accompanying Statements of Changes in Net Assets Available for Benefits, With Fund Information. These contributions are subject to the claims of holders of debt securities issued by the ESOP Trusts but are held at BellSouth and paid to the ESOP Trusts twice yearly to fund, on a same day basis, required payments by the ESOP Trusts on the notes. Such contributions would not remain in the ESOP Trusts unless there was a default on the debt securities by the ESOP Trustee after having received the required contributions from BellSouth. Therefore, holders of the debt securities should not rely on the assets of the ESOP Trusts in arriving at an investment decision with respect to the debt securities.

In addition to Supplemental Contributions, BellSouth contributes amounts necessary to purchase any additional shares required to meet the match obligations after shares released by the ESOP Trusts have been used. Such contributions are classified as Employing Company Contributions in the accompanying Statements of Changes in Net Assets Available for Benefits, With Fund Information.

In lieu of receiving cash dividends earned on shares of BellSouth Common Stock which have been allocated to participants from the ESOP Trusts, participant accounts are credited with equivalent shares of BellSouth Common Stock. Dividends on the related ESOP shares are transferred to the Unallocated ESOP Fund and are applied towards the service of the ESOP notes. The transfer of these earnings is classified as Transfer for Loan Repayment in the accompanying Statements of Changes in Net Assets Available for Benefits, With Fund Information.

Table of Contents**BELLSOUTH SAVINGS AND SECURITY PLAN****NOTES TO FINANCIAL STATEMENTS (Continued)****(Dollars in Thousands, Except Per-Participant Amounts)****7. Interest in BellSouth Master Savings Trust (continued)**

BellSouth made supplemental cash contributions to the ESOP Trusts in the amount of \$79,477 in 2001, \$75,497 in 2000, and \$73,389 in 1999, for the purpose of servicing the guaranteed debt.

A description of each debt issue is as follows:

BellSouth Management Savings and ESOP Trust:

<u>Title</u>	<u>Amount</u>	<u>Interest Rate</u>	<u>Due Date</u>
Amortizing Medium-Term Notes, Series A	\$ 275,000	9.125%	July 1, 2003
Amortizing Medium-Term Notes, Series A	\$ 275,000	9.19%	July 1, 2003
Total	\$ 550,000		

BellSouth Savings and Security ESOP Trust:

<u>Title</u>	<u>Amount</u>	<u>Interest Rate</u>	<u>Due Date</u>
Amortizing Medium-Term Notes, Series A	\$ 300,000	9.125%	July 1, 2003

Maturities of the ESOP Trusts long-term debt outstanding at December 31, 2001 were as follows:

	<u>2002</u>	<u>2003</u>	<u>Total</u>
Maturities	\$ 104,648	\$ 108,183	\$ 212,831

Investment activities of the Master Savings Trust are allocated to the Plan based upon the total of each individual Plan participant's share of the Master Savings Trust investment activities during the period ended December 31, 2001.

The Master Savings Trust investment activities for the years ended December 31, 2001, 2000, and 1999 were as follows:

	<u>For the Year Ended December 31,</u>		
	<u>2001</u>	<u>2000</u>	<u>1999</u>
Investment Activities:			
Dividends on shares of BellSouth Common Stock	\$ 100,945	\$ 112,515	\$ 119,742
Interest Income Fund income	80,222	70,326	71,112
Other interest	19,928	37,067	66,375
Net change in unrealized appreciation/(depreciation) on investments	(802,173)	(1,575,258)	(1,264,789)
Net realized gain on investments	227,660	589,455	1,084,574
Investment manager fees	(2,245)	(1,741)	(1,880)
Other fees	(4,748)	(3,021)	(2,999)
Net investment activities	\$ (380,411)	\$ (770,657)	\$ 72,135

8. Subsequent Events

Effective January 1, 2002, the BellSouth Stock Fund was converted to an Employee Stock Ownership Plan Fund. This change will disallow transfers and contributions into the BellSouth Stock Fund during the three days prior to the ex-dividend date. In addition, participants invested in the BellSouth Stock Fund may elect to have their quarterly dividends either reinvested in the fund or passed-through and paid to them outside the Plan in cash as taxable ordinary income.

Effective February 1, 2002, participant balances for employees that transferred to the Cingular Wireless joint venture were transferred out of the Plan. The total asset transfer was \$1,500.

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BELLSOUTH SAVINGS AND SECURITY PLAN

NOTES TO FINANCIAL STATEMENTS (Continued)

(Dollars in Thousands, Except Per-Participant Amounts)

8. Subsequent Events (continued)

Effective March 15, 2002, participants in the Plan are able to diversify their past and future company match, previously held in the Employee Stock Ownership Plan Fund.

Effective April 30, 2002, Fidelity Investments became the record keeper and service center for the Plan, replacing Metropolitan Life Insurance Company.

Effective May 1, 2002, the BellSouth Employee Stock Ownership Plan (PAYSOP) merged with the BellSouth Savings Plans. Participant accounts have been moved to the BellSouth Retirement Savings Plan (for management employees) or to the BellSouth Savings and Security Plan (for non-management employees) where each participant's allocated shares have been placed in the BellSouth Stock Fund. The total asset transfer into the BellSouth Savings Plans was \$226,301.

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SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the BellSouth Savings and Security Plan has duly caused this annual report to be signed by the undersigned thereunto duly authorized.

BellSouth Savings and Security Plan
By: BellSouth Corporation, as Plan Administrator

By: /s/ Salem C. Shunnarah

Salem C. Shunnarah
(Executive Director)

Date: June 12, 2002