

**SUMMARY**  
**of**  
**Memorandum of Agreement Between**  
**Frontier Communications Corporation**  
**And**  
**Communications Workers of America, AFL-CIO**

C.W.A. District 2 and Frontier Communications have reached agreement on all issues related to the sale of Verizon to Frontier. The agreement will ensure West Virginia receives the telecommunications infrastructure it needs and deserves. The agreement also protects jobs and maintains a decent standard of living for members and their families.

The agreements between the state of West Virginia and Frontier will help boost the economy of the state.

The agreement between CWA District 2 & Frontier includes:

- Extend the current Verizon contract until August 2<sup>nd</sup>, 2013
- General Wage increases of 2.75% August 2011 & 2.50% August 2012
- Extend & Expand Job Security for all WVA Spinco employees on payroll at close
- Successorship Language to protect our Contract
- Frontier will not go below 1600 full time jobs in the WVA Spinco during the life of the agreement
- Establishes a VEBA account for future retirees healthcare cost
- Maintaining call center work protections for WVA Spinco
- Commitment for a potential trial for satellite install by CWA members
- Maintain 84% unionization nationwide
- Commitment to honor all CBAs and MOUs
- Upgrade for all Service Technicians on payroll to Cable Splicer Technician