MEMORANDUM OF AGREEMENT

Between

Dex Media, Inc.

And

COMMUNICATIONS WORKERS OF AMERICA

(District 7)

Extension of Collective Bargaining Agreement

Dex Media, Inc. and the Communications Workers of America (CWA) are parties to a collective bargaining agreement relating to employees who are in units represented by the Union at the time of this agreement. By its terms, the Agreement expires at 6:00 PM on February 16, 2018. The parties have agreed to extend the Agreement in full force and effect through 6:00 PM, February 15, 2019 subject to the modifications listed below. Either party desiring to enter into a new Agreement upon the expiration of this extended Agreement shall give at least sixty (60) days' written notice prior to February 15, 2019.

As consideration for this extension, the parties have agreed to the following modifications:

General Wage Adjustment for Clerical Employees

Effective March 18, 2018, a General Wage Adjustment of 1.5% of the annualized base rate will be paid in a Lump Sum to each active employee in Wage Groups 1 and 2 of the current Agreement.

Team Award (Article 9)

Operations employees in Wage Groups 1 and 2 who are on active payroll on December 31st will be eligible for a Team Award with a target payout of 3%, administered in the same manner as for the Company's management employees. The Team Award will be paid based on the team meeting or exceeding the corporate performance measures and goals defined in the DexYP 2018 Short Term Incentive (STI) plan, which is effective January 1, 2018 and runs through December 31, 2018; with payment occurring after the 2018 audit is completed, targeted for spring of 2019. The Team Award will be calculated by multiplying the award percent against an eligible employee's paid time.

Letters and/or Memoranda of Agreement

Any references to expirations on February 16, 2018 shall be deemed to be extended and will expire at 6:00 PM, February 15, 2019 with the extended expiration of the Primary Agreement between the parties.

Dex Media, Inc.

2/16/18

John S. Hancheck — Date
Dex Media, Inc. Bargaining Chair

Communications Workers of America

Garry Jordan — Date
CWA District 7 Bargaining Agent