

MEMORANDUM OF AGREEMENT
Between
THRYV, Inc.
And
COMMUNICATIONS WORKERS OF AMERICA, District 7

Re: Section 6.2 Reimbursement of Automobile Expenses

The Company and the Union have agreed to a transition related to the Section 6.2 Reimbursement of Automobile Expenses in the Collective Bargaining Agreement (the Agreement) between Thryv, Inc. (the Company) and Communication Workers of America (the Union) dated August 28, 2019.

The parties have agreed to the following:

1. Outside sales business advisors will remain on their current Monthly (taxable) Automobile Fixed rate reimbursement plan through the first pay period January 2020. Effective January 1, 2020, all outside sales business advisors will move to the Company's Fixed and Variable Reimbursement (FAVR) program governed by Internal Revenue Service Procedures.
2. Outside business advisors currently on the FAVR plan are required to fully adopt the use of the Motus APP to capture all business driving activity driving each workday beginning no later than November 1, 2019.
3. Upon receipt of notice of ratification from the Union, the Company will begin the process of transferring ownership of the Company provided iPads currently in the possession of each employee at no charge to the employee.
 - Thryv Information Technology will contact each employee individually with instructions and actions required to transfer ownership.
 - The iPad is transferred "as-is" and if the iPad in the possession of the employee at the time they are contacted for transfer is defective, the iPad will not be replaced by the Company.
 - If an employee so chooses, the employee may decline to take ownership and if this option is selected, the employee will receive instructions for returning the iPad to Thryv at no cost to the employee.
 - Once ownership is transferred, the employee will be responsible for all costs associated with any service the employee may choose to activate on the device.
 - The transfer of ownership process described here should be completed by October 30, 2019 and under no circumstances will iPads remain on Thryv provided (paid) data service beyond that date.
 - In cases presented by the Union of a unique circumstance where an employee does not possess a smart device capable of utilizing the Motus APP for mileage capture, the Company will provide the employee with a refurbished smartphone that meets the minimum requirements to operate the Motus APP. The employee will be responsible for activating service and payment for service on the device. All cases are subject to validation by the Thryv IT department of the technical aspects of the circumstance and mutual agreement by the Union and the Company to provide the device. This provision will exist for 6 months from the ratification of The Agreement and is only applicable to employees on payroll as of that date.

This agreement is a one-time exception to the August 28, 2019 Collective Bargaining Agreement between the parties and is non-precedent setting.

Sincerely,

Agreed:

Ralph J. Vitales
Company Chairperson

Date

Garry Jordan
CWA Chairperson

Date