

MEMORANDUM OF AGREEMENT
between
FRONTIER COMMUNICATIONS OF MINNESOTA, INC.
and
COMMUNICATIONS WORKERS OF AMERICA
May 7, 2018

The authorized representatives of the above-captioned parties hereby agree to amend the parties' 2015 – 2018 collective bargaining agreement ("Agreement"), as follows:

1. Article 2 (Term of Agreement – Amendments - Terminations), Section 2.01, of the current Agreement shall be amended by replacing the date May 31, 2018, with the date **May 29, 2021**.
2. There shall be General Wage Increases for all wage schedules in Exhibit A, as follows:
 - 1.5% Effective 6/1/2018
 - 1.5% Effective 6/2/2019
 - 1.5% Effective 5/31/2020
3. Article 39 (Team Performance Bonus), Paragraphs 8 and 9, of the current Agreement shall be amended as follows:
 - For calendar years **2019** through **2021**, the annual bonus available for each year will be one and one-half percent (1.5%) of the top rate for a Sales and Service Technician multiplied by the number of those technicians in the District team.
 - For calendar years **2019** through **2021**, the payout will range between a minimum of fifty percent (50%) and to a maximum of one hundred thirty-five percent (135%) of the available bonus pool, depending upon results compared to objectives.
4. All other provisions of the current Agreement and any separate agreements between the parties that are currently in effect, including any with an expiration date of May 31, 2018, shall remain in full force and effect in accordance with their terms through May 29, 2021.
5. The provisions of this MOA will be effective June 1, 2018, if, and only if, the Company receives from the Union, on or before May 31, 2018, written notice that this MOA was ratified by the results of the voting in the bargaining units represented by the Union. If this MOA is not ratified on or before the ratification deadline date set forth above, the parties' 2015 collective bargaining agreement shall be extended to June 30, 2018, and during that time the parties will schedule meetings in an effort to negotiate a successor agreement.

FRONTIER COMMUNICATIONS
OF MINNESOTA, INC.



Roger Baldwin
Sr. Human Resource Manager

COMMUNICATIONS WORKERS
OF AMERICA, AFL-CIO



Jeff S. Lacher
Staff Representative