

The Union and the Company have reached an Agreement regarding an enhancement to an EISP offer that will be provided to members associated with a surplus that has been announced in Pennsylvania.

The Company is in process of providing the Union with adjusted surplus declarations across the State of PA. Once that information is received, it will be relayed to your unit officers and representatives.

Some of the highlights in the Agreement are as follows:

**One Time Supplemental Voluntary Termination Bonus**

A \$40,000.00 voluntary termination bonus above the \$10,000.00 voluntary termination bonus associated with the current EISP language for a total of \$50,000.00.

**Raising of Caps on EISP Payment**

Those employees with greater than 30 years of net credited service will have their EISP payment capped at forty years of service, rather than thirty years.

**Pension Band Increase**

Pension band increases will be amended to change the Effective Date of the 3.75% pension band increase provided for in 2008 bargaining between the parties from October 1, 2010 to the first off-payroll date in connection with this offer.

**Lump Sum Interest Rate**

The calculation for anyone taking the lump sum pension will be based on the March figure (low interest rate/greater cash out) or the figures in effect when selected; whichever is the higher cash out.

**Waiver of Age-Based Pension Reductions for Early Commencement**

The Pension Plan will be amended such that Service Pension eligible employees who leave the service of the Company pursuant to the Offer will not have the age-based reduction for early commencement, if any, applied to the calculation of their pension.

**The Agreement Does Not Apply to Video Hub Technicians or Verizon Business**

Language pertaining to these groups are addressed in the 2008 Memorandum of Agreement.

**Contracting**

Limitation on the future contracting of work through May 31, 2011.

**Job Protections**

Job protections for post August 2, 2003 members when certain thresholds are met associated with this offer. There will be an expansion of the universe where the offer is provided to include certain non-surplus work groups in an attempt to reduce the potential for a layoff.

**Off Payroll Dates For EISP Accepted Employees**

Employees who elect to leave the service of the Company pursuant to the Offer will be separated from the Company on one of two dates to be selected at the discretion of the Company. The Company, in its discretion, will determine how many employees will be separated on each date in each job title, work group and work location. The Company will honor requests by seniority, to the extent consistent with the requirements of the business, when assigning the date on which each employee will be separated. There shall be no layoffs in a title/Operating Area during the time period between the first and second off payroll dates if there are employees in the title/Operating Area who are designated by the Company to be separated on the second off payroll date.