

MEMORANDUM OF AGREEMENT (“MOA”)

between

FRONTIER TELEPHONE OF ROCHESTER, Inc., A FRONTIER
COMMUNICATIONS COMPANY (“Company”)

and

COMMUNICATION WORKERS OF AMERICA,
And Its LOCAL 1170, AFL-CIO (“Union”)

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

1. Article 32, Section 1, *Duration and Scope of Agreement*, of the current Agreement shall be amended by replacing the date **June 13, 2018** with the date **June 13, 2020**.
2. Article 33, Section 1, *Wage Rate Changes*, of the current Agreement shall be amended by adding the following to Section 1.1., Wages, as follows:

(d) Effective 6/10/2018, all steps in the 6/11/2017 tables will be increased by 2%

(e) Effective 6/16/2019, all steps in the 6/10/2017 tables will be increased by 2%

3. The second sentence of Article 33, Section 2.5, Team Performance Bonus Plan, of the current Agreement shall be amended to read as follows:

For calendar years 2016, and 2017, 2018, and 2019, the bonus pool available per year for each employee will be 6% each year of the gross annual base pay at the top rate for the employee’s classification.

4. All other provisions of the current Agreement, including any with an expiration date of June 13 or 14, 2018, shall remain in full force and effect in accordance with their terms through June 13, 2020.

FOR THE COMPANY:



Robert J. Costagliola
Senior Vice President - Labor Relations

Dated: May 25, 2017

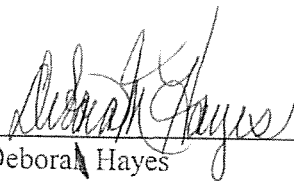
FOR THE UNION:



John Pusloskie
President, Local 1170
Communications Workers of America,
AFL-CIO

Dated: May 25, 2017

[Second Signature Next Page]



Deborah Hayes
Area Director, District 1,
Communications Workers of America,
AFL-CIO

Dated: May 25, 2017