

**MEMORANDUM OF AGREEMENT
BETWEEN
FRONTIER COMMUNICATIONS
And
COMMUNICATIONS WORKERS OF AMERICA
LOCAL UNION 1170**

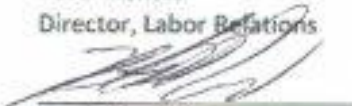
COLLECTIVE BARGAINING AGREEMENT EXTENSION

1. Frontier Telephone of Rochester, Inc. ("Company") and the Communications Workers of America, representing Local Union 1170 in Rochester, NY ("Union") mutually agree to extend the current Collective Bargaining Agreement ("CBA") between the Company and the Union, which otherwise would have an expiration date of June 13, 2020.
2. Pursuant to this Memorandum of Agreement ("MOA"), the CBA will be extended unless and until either the Company or the Union provides written notice to the other party of a new expiration date for the CBA, which expiration date may be no less than ninety (90) days from the date such notice is received by the party to whom it is provided. The MOA will supersede any conflicting provision in the CBA, including any provision which would earlier end the term of the CBA or any provision which would extend the term of the CBA for a longer duration.
3. All provisions of the CBA (including Letters of Intent and Memoranda of Agreement), including those with or without an expiration date, will be considered extended for the duration of this MOA.
4. In light of the timing of this extension and the implementation of performance metrics for 2020, 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, 2017, 2018, 2019, and 2020, 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.
5. This Memorandum of Agreement will be effective immediately upon signing by both parties.

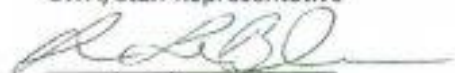
FOR THE COMPANY

Peter Homes
Director, Labor Relations


6-16-20

FOR THE UNION

Shawn LeBlanc
CWA, Staff Representative


6/16/20 SHL