

**MEMORANDUM OF AGREEMENT**

BETWEEN

**FRONTIER COMMUNICATIONS**

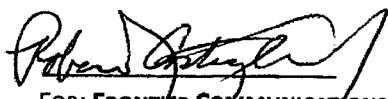
AND

**IBEW LOCAL UNIONS IN TCC-4 AND SCT-7**

**HUGHESNET AND THE DISH PILOT SATELLITE INSTALLATION AND MAINTENANCE WORK**

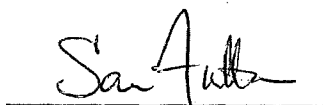
This Memorandum of Agreement ("MOA" hereinafter), between Frontier Communications ("Frontier" or "the Company" hereinafter) and IBEW, covers the pilot program for the installation and maintenance of satellite communications equipment within the geographic jurisdiction of the TCC-4 and SCT-7 IBEW Local Unions ("the Unions" hereinafter). This MOA will also apply should this work be performed by IBEW-represented employees outside of the Company's current franchised operating areas/exchanges. This MOA replaces and supersedes any agreement the Company and any of its Local Unions have previously entered into on this subject.

1. Frontier intends to utilize TCC-4 and SCT-7 represented Frontier employees to perform a substantial portion of the satellite communications equipment installation and maintenance work within the geographic jurisdiction of the Local Unions, to the extent practical, efficient and otherwise consistent with the needs of the business. The Company plans to utilize both employees and non-employees to perform digging and concrete work associated with ground mounts of satellite dishes, to perform roof installs of satellite dishes, and to run (and bury in the case of ground mounts) co-axial cable from the dish to a grounding point at the home.
2. Employees represented by the Unions who perform the installation and maintenance of the satellite communication equipment will be compensated as provided for in the collective bargaining agreement applicable to them.
3. The Company will select the employees from each IBEW Local who will receive the training needed to perform the installation and maintenance of satellite equipment. Volunteers will be solicited and preferred, subject to geographic, skills, experience, and other needs of the business. Volunteers must be willing to perform the work after being trained. If there are insufficient qualified volunteers, employees may be assigned to be trained and to perform this work.
4. Nothing in this MOA, nor any work assignments made or practices established pursuant to this Memorandum of Agreement, shall or may be construed to confer jurisdiction over this work, exclusive or otherwise, to any Frontier IBEW TCC-4 or SCT-7 Local or the employees they represent, and may not be cited or relied upon as evidence in support of any such claim.
5. The Company and representatives of the TCC-4 and SCT-7 councils shall meet in the last quarter of 2013 (or earlier if necessary) to discuss any concerns surrounding this MOA.
6. This MOA expires December 31, 2013, unless an extension of it is mutually agreed to in writing by all parties to this agreement.



FOR: FRONTIER COMMUNICATIONS

DATE: 11-15-2012



FOR: IBEW TCC-4 LUS

DATE: 11-29-12



FOR: IBEW SCT-7 LUS

DATE: 12-4-2014