

Letter of Agreement
Requirement to Create Additional Fibre Op Project Term Workforce

1. The Company and the Council agree that there will likely be a need to create an additional Project Term Workforce to respond to the increased demand for FibreOp in Atlantic Canada with respect to expansion of the footprint and/or increased penetration of the FibreOp service in existing markets.
2. The Company and the Council agree that the timeframe associated with the creation of any such Project Term Workforce is uncertain at this time.
3. When the need arises to create a Project Term Workforce, the parties agree that 20% of the positions required will be made available first to existing employees and the remaining 80% will be staffed by external hires. Any roles that are made available to existing employees, but not filled by existing employees, will be made available to external hires.
4. The parties will meet and discuss the following elements of the Project Term Workforce:
 - Locations of employees
 - Numbers of employees
 - Duration(s) of assignment(s)
 - Classifications of employees
5. The size of the Project Term Workforce will be a minimum of 40 employees and a maximum of 150 employees and the duration of the Project Term will not exceed 24 months.

Signed this 10th day of August in Truro, N.S.

For the Company:

For the Council:

Fred Crooks

Penny Fawcett