

Letter of Agreement
Temporary Reassignment During Transition Period Associated with Retirement
Offer

1. The Company and the Council acknowledge that the workforce transition associated with the Retirement Offer announced on August 17, 2011 will be significant and will need to be managed carefully in order to ensure that we are able to effectively respond to our customer service requirements and continue to aggressively build and expand our Fibre footprint.
2. In order to effectively respond to the needs cited above, the Company will, in its sole discretion, assign departure dates for each employee. The Company and the Council agree that this may in many circumstances result in an employee's departure date being set beyond the employee's stated preferred departure year.
3. For those employees whose departure date is set beyond the employee's stated preferred departure year ("extended employees"), the Company and the Council agree that the temporary reassignment of extended employees can occur for short durations (typically periods of less than one week) during their period of extension, but any consideration of longer term temporary reassignments of such employees will require full discussion with the Council regarding the rationale for such a request and if approved, full agreement of the employee being temporarily reassigned.

Agreed to this 9th day of August, 2011, at Truro, Nova Scotia.

For the Company:

For CEPACC:

Fred Crooks

Penny Fawcett