

Pursuant to Articles 4.05 and 7.09(e) of the Collective Agreement:

**Letter of Agreement  
Flexconnect Credits**

The Council and the Company have a flexconnect benefits program based on regular full or part time hours worked on an annual basis. CST II employees are eligible to participate in the Bell Aliant flexconnect benefit program; CST II employees are guaranteed a minimum of 22.5 regular part time hours every week but regularly work a minimum of 40 hours per week.

Therefore the parties agree as follows:

1. CST II employees will have their flexconnect benefit program credits based on 40 hours per week.
2. This agreement is retroactive to the beginning of the 2012/2013 flexconnect benefit year.
3. If in the future, the trend of CST II employees regularly working a minimum of 40 hours per week ends, the Council and the Company will consider a revision to this Letter of Agreement.


Signed at Halifax on June 19, 2012

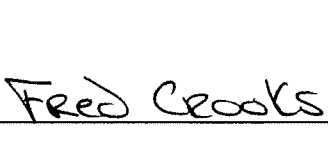
For the Council

For Bell Aliant Regional Communications,  
Limited Partnership, and its general  
partner Bell Aliant Regional  
Communications, Inc.

  
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