

**Letter of Agreement
Use of Retirees as Contractors**

1. The Company will not allow any contractor to assign bargaining unit work to anyone who has retired from the Company
 - a. within the first 12 months of their retirement; or
 - b. if the retiree received a severance from the Company, for the period reflected in the severance



whichever is greater.

2. This Letter of Agreement does not require the Company to remove contractors already working as of October 1, 2010, except with respect to contractors working on FibreOP. With respect to contractors working on FibreOP, the Company will remove contractors described above as soon as possible, and no later than March 31, 2011. Contractors removed in accordance with this Agreement will not be re-assigned to bargaining unit work for 12 months from their date of removal.