

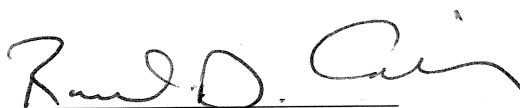
September 10, 2007

**Working Retiree Agreement for DSL Expansion Work and the Sprint Wi Max Project**

The Company and the Union agree to reinstate and apply the terms and conditions of the July 16, 1997, **Memorandum of Understanding Concerning Working Retiree Trial** signed by Tyler Williams and Pete Catucci with the following limiting addenda:

- The Company may hire Working Retiree CSTs to free up Regular Full Time CSTs for DSL expansion work and a project for Spring Wi Max.
- The Working Retiree CSTs may be employed through the end of 2007. Once established, the union may not cancel its participation in this Agreement.
- The Working Retiree CSTs will be assigned to replace Regular Full Time CSTs from High-Cap crews who are accepted by the Company as volunteers for DSL expansion work and the Sprint Wi Max project.
- The Working Retiree CSTs will be assigned on a one for one basis to the reporting locations of whichever Regular Full Time CST volunteers they're assigned to replace.

By: \_\_\_\_\_  
Company Bargaining Chair

By:   
Union Bargaining Chair