

**MEMORANDUM OF AGREEMENT**

**Between**

**VERIZON WASHINGTON, D.C. INC.  
VERIZON MARYLAND INC.  
VERIZON VIRGINIA INC.  
VERIZON SERVICES CORP.  
VERIZON SOUTH INC. (VIRGINIA)  
VERIZON CORPORATE SERVICES CORP.**

**And**

**COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO**

This Memorandum of Agreement is entered into as of November 7, 2013 and agreed to by and between the above-named companies (hereinafter the "Company") and the Communications Workers of America, AFL-CIO (hereinafter the "CWA") with respect to the following employees of the Company who are subject to the collective bargaining agreement between the Company and the CWA ("the General Agreement") and whose normal reporting location is in Maryland, Virginia, West Virginia or the District of Columbia (hereinafter "Employees").

I. With respect to any Employees who elect to voluntarily leave the service of the Company pursuant to the Enhanced Income Security Plan (EISP) offer made on or about November 21, 2013 ("the Offer") under the terms of the General Agreement, the parties agree as follows:

A. One Time Supplemental Voluntary Termination Bonus

Those Employees who leave the service of the Company pursuant to the Offer shall receive a lump sum amount of \$40,000, less taxes and withholdings, in addition to the EISP payment and related benefits and the voluntary termination bonus and continuation medical coverage to which the employee is otherwise eligible under the terms of the parties' collective bargaining agreement.

B. Raising of Caps on EISP Payment

Those Employees with greater than 30 years of net credited service will have their EISP payment capped at forty years of service rather than thirty years.

C. Waiver of Age-Based Pension Reductions for Early Commencement

The Verizon Pension Plan for Mid-Atlantic Associates and the GTE South Incorporated (Southeast) Plan for Hourly-paid Employees' Pension, which are component Plans of the Verizon Pension Plan for Mid-Atlantic and South Associates will be amended such that Service Pension eligible Employees who leave the service of the Company pursuant to the Offer will not have the age-based reduction for early commencement, if any, applied to the calculation of their pension.

D. Lump Sum Interest Rate

The Pension Plan will be amended such that, regardless of the specific date on which an Employee leaves the service of the Company pursuant to the Offer, the determination of the interest rate and mortality basis used for converting such Employee's single life annuity to a lump sum amount will be based on the better of (a) the applicable interest rate and mortality basis as of such Employee's elected pension commencement date following his or her actual separation from service or (b) the applicable interest rate and mortality basis as of a December 2013 pension commencement date, provided that such Employee's age will be determined in accordance with his or her elected pension commencement date rather than a December 2013 pension commencement date.

The GTE South Incorporated (Southeast) Plan for Hourly-paid Employee's Pension component plan will also be amended as described above, except the pension commencement date in the (b) paragraph will be January 1, 2014.

II. Employees who elect to leave the Service of the Company pursuant to the Offer will be separated from the Company on one or more dates in 2013 and/or 2014 to be selected at the discretion of the Company. The Company, in its discretion, will determine how many Employees will be separated on each date in each job title, work group and work location. The Company will honor requests by seniority, to the extent consistent with the requirements of the business, when assigning the date on which each Employee will be separated. Notwithstanding the provisions of the parties' collective bargaining agreement, there shall be no layoffs in a title, work group and work location during the time period between the first and last off payroll dates if there are Employees in the title, work group and work location who are designated by the Company to be separated in 2014.

III. Except as modified by this Memorandum of Agreement the Income Security Plan provisions of the parties' collective bargaining agreement shall apply except that the voluntary period under the Income Security Plan shall be reduced from 30 days to 15 days.

IV. The titles in the Chris Childs and Livesource organizations that will receive the Offer and be accepted at management's discretion are specified below. The work locations, work groups and numbers offered and accepted in each title will be determined at the discretion of management.

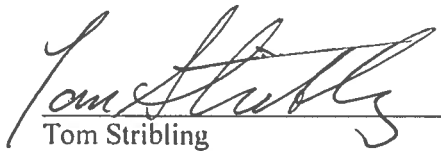
- a) Cable Splicing Technician, Services Technician, Systems Technician, Maintenance Administrator and Clerical titles – 360 combined surplus
- b) Operator – 45 surplus

V. Employees in the Maureen Davis organization serving Enterprise and Wholesale customers are not surplus but Cable Splicing Technicians, Systems Technicians and Services Technicians in that organization may receive the Offer and be accepted at management's discretion if the Company determines that a qualified replacement from current regular full time employees can be obtained and released.

VI. Attached as Exhibit A are additional titles, work groups and work locations that will receive the Offer and be accepted at management's discretion.

VII. This Agreement memorializes a unique one-time offer and is without prejudice or precedent to any position either party may wish to take in any other matter. The negotiations leading up to this Agreement, including any proposals, and this Agreement itself, will not be cited by any party in any forum for any purpose, except to enforce the terms of this Agreement, should that be necessary.

**FOR THE COMPANY**



---

Tom Stribling  
Director, Labor Relations

Dated: 11-7-2013

**FOR COMMUNICATIONS WORKERS  
OF AMERICA, AFL-CIO**



---

Gail Evans  
Administrative Director to the V.P.

Dated: November 7, 2013

EXHIBIT A

Director	Surplus Title	Local	Street	City	State	Surplus	Involuntary: NO/YES?
Thomas, Joy	Central Office Technician	2108	13100 Columbia Pike	Silver Spring	MD	5	No
Clark, Pauline	Central Office Technician	2222	22001 Loudoun County Pwy	Ashburn	VA	4	No
Adamson, H. Curtis	CENTRAL OFFICE TECHNICIAN	2108	13100 COLUMBIA PIKE	Silver Spring	MD	1	No
Wehnke, Roxanne	Computer Attendant	2201	3011 HUNGARY SPRING RD	Richmond	VA	1	No
Nugent, C. Bruce	Computer Attendants	2201	8751 Park Central Drive	Richmond	VA	2	No
Thomas, Joy	Consultant	2201	3011 HUNGARY SPRING RD	RICHMOND	VA	2	No
Thomas, Joy	Consultant	2201	200 Newmarket Fair	Newport News	VA	3	No
Thomas, Joy	Consultant	2108	13100 Columbia Pike	Silver Spring	MD	2	No
Thomas, Joy	Customer Service Clerk	2201	3011 HUNGARY SPRING RD	RICHMOND	VA	2	No
Thomas, Joy	Customer Service Clerk	2108	13100 Columbia Pike	Silver Spring	MD	2	No
Ralph Minor	Customer Service Clerk	2201	8751 Park Central Ave	Richmond	VA	1	No
Ralph Minor	Customer Service Clerk	2108	13100 Columbia Pike	Silver Spring	MD	1	No
Buckley, Leslie	Customer Service Clerk	2011	425 Holden	Clarksburg	WV	1	No
Buckley, Leslie	Customer Service Clerk	2205	200 New Marketfair	Newport News	VA	1	No
Buckley, Leslie	Customer Service Clerk	2201	3011 Hungary Spring Road	Richmond	VA	1	No
Kelly, Erica	Customer Service Clerk	2205	200 Newmarket Fair	Newport News	VA	1	No
Kelly, Erica	Customer Service Clerk	2201	3013 Hungary Spring Rd	Richmond	VA	1	No
Kelly, Erica	Customer Service Clerk	2204	225 Franklin Rd SW	Roanoke	VA	1	No
Kelly, Erica	Customer Service Clerk	2106	1401 Mt. Hermon Rd	Salisbury	MD	1	No
Kelly, Erica	Customer Service Clerk	2108	13100 Columbia Pike	Silver Spring	MD	1	No
Johnson, Michael	Customer Service Clerk	2201	3013 Hungary Spring Rd	Richmond	VA	1	No
Johnson, Michael	Customer Service Clerk	2108	13100 Columbia Pike	Silver Spring	MD	1	No
Cunningham, Paul	Customer Service Clerk	2205	200 Newmarket Fair	Newport News	VA	1	No
Cunningham, Paul	Customer Service Clerk	2204	225 Franklin Rd Sw	Roanoke	VA	1	No
Cunningham, Paul	Customer Service Clerk	2108	13100 Columbia Pike	Silver Spring	MD	3	No
Cahill, Brian	Directory Compilation Clerk	2201	52 Walnut St.	Warsaw	VA	5	No
Thomas, Joy	Directory Compilation Clerk	2201	3011 HUNGARY SPRING RD	RICHMOND	VA	2	No
Thomas, Joy	General Clerk	2108	13100 Columbia Pike	Silver Spring	MD	2	No
Thomas, Joy	General Clerk	2205	200 Newmarket Fair	Newport News	VA	1	No
Thomas, Joy	General Clerk	2201	3011 HUNGARY SPRING RD	RICHMOND	VA	1	No
Cunningham, Paul	GENERAL CLERK	2011	425 Holden	Clarksburg	WV	2	No
Cunningham, Paul	GENERAL CLERK	2205	200 Newmarket Fair	Newport News	VA	4	No

EXHIBIT A

Cunningham, Paul	GENERAL CLERK	2201	3011 Hungary Spring Rd	Richmond	VA	2	No
Cunningham, Paul	GENERAL CLERK	2201	3013 Hungary Spring Rd	Richmond	VA	2	No
Cunningham, Paul	GENERAL CLERK	2204	225 Franklin Rd Sw	Roanoke	VA	3	No
Cunningham, Paul	GENERAL CLERK		1401 Mt Hermon Rd	Salisbury	MD	5	No
Cunningham, Paul	GENERAL CLERK		13100 Columbia Pike	Silver Spring	MD	4	No
Kelly, Erica	General Clerk	2011	425 Holden	Clarksburg	WV	1	No
Kelly, Erica	General Clerk	2205	200 Newmarket Fair	Newport News	VA	1	No
Kelly, Erica	General Clerk	2201	3013 Hungary Spring Rd	Richmond	VA	1	No
Kelly, Erica	General Clerk	2204	225 Franklin Rd SW	Roanoke	VA	1	No
Kelly, Erica	General Clerk	2106	1401 Mt. Hermon Rd	Salisbury	MD	1	No
Kelly, Erica	General Clerk	2108	13100 Columbia Pike	Silver Spring	MD	1	No
Nugent, C. Bruce	General Clerk	2201	8751 Park Central Drive	Richmond	VA	3	No
Nugent, C. Bruce	General Clerk	2108	13100 Columbia Pike	Silver Spring	MD	2	No
Patrick, Kelli	GENERAL CLERK	2108	13100 COLUMBIA PIKE	Silver Spring	MD	1	No
Johnson, Michael	General Clerk	2108	13100 Columbia Pike	Silver Spring	MD	1	No
Thomas, Joy	Maintenance Administrator	2108	13100 Columbia Pike	Silver Spring	MD	5	No
Nugent, C. Bruce	Manager's Clerk	2108	13100 Columbia Pike	Silver Spring	MD	1	No
Johnson, Michael	Manager's Clerk	2201	3013 Hungary Spring Rd	Richmond	VA	1	No
Johnson, Michael	Manager's Clerk	2108	13100 Columbia Pike	Silver Spring	MD	1	No
Cunningham, Paul	Manager's Clerk	2108	13101 Columbia Pike	Silver Spring	MD	1	No
Alexander, Eugene	Network Services Coordinator	2204	225 Franklin Rd SW.	Roanoke	VA	3	No
Adamson, H. Curtis	OFFICE CLERICAL ASSISTANT	2108	13100 COLUMBIA PIKE	Silver Spring	MD	1	No
Thomas, Joy	Office Clerk	2108	13100 Columbia Pike	Silver Spring	MD	3	No
Nugent, C. Bruce	Office Clerk	2201	8751 Park Central Drive	Richmond	VA	3	No
Nugent, C. Bruce	Office Clerk	2108	13100 Columbia Pike	Silver Spring	MD	10	No
Johnson, Michael	Office Clerk	2108	13100 Columbia Pike	Silver Spring	MD	1	No
Nugent, C. Bruce	RCMAC Clerk	2101	99 Shawan Road	Cockeysville	MD	1	No
Nugent, C. Bruce	RCMAC Clerk	2105	1710 Underpass Way	Hagerstown	MD	1	No
Nugent, C. Bruce	RCMAC Clerk	2202	3131A Sewells Point Rd	Norfolk	VA	1	No
Nugent, C. Bruce	RCMAC Clerk	2201	8751 Park Central Drive	Richmond	VA	1	No
Nugent, C. Bruce	RCMAC Clerk	2204	225 Franklin Road	Roanoke	VA	1	No
Nugent, C. Bruce	RCMAC Clerk	2108	13100 Columbia Pike	Silver Spring	MD	1	No
Richardson, Elizabeth	SENIOR TRAFFIC OFFICE CLERK	2204	2370 TYLER RD	CHRISTIANSBURG	VA	1	No
Richardson, Elizabeth	SERVICE ASSISTANT	2205	200 NEWMARKET FAIR	NEWPORT NEWS	VA	1	No

EXHIBIT A

Cunningham, Paul	Service Order Administrator	2205	200 New Marketfair	Newport News	VA	1	No
Buckley, Leslie	Service Order Clerk	2205	200 Newmarket Fair	Newport News	VA	1	No
Buckley, Leslie	Service Order Clerk	2201	3011 Hungary Spring Rd	Richmond	VA	1	No
Kelly, Erica	Service Order Clerk	2205	200 Newmarket Fair	Newport News	VA	1	No
Cunningham, Paul	Service Order Clerk	2205	200 New Marketfair	Newport News	VA	3	No
Thomas, Joy	Special Clerk	2108	13100 Columbia Pike	Silver Spring	MD	2	No
Thomas, Joy	Special Clerk	2201	3011 HUNGARY SPRING RD	RICHMOND	VA	1	No
Nugent, C. Bruce	Special Clerk	2101	99 Shawan Road	Cockeysville	MD	1	No
Nugent, C. Bruce	Special Clerk	2108	13100 Columbia Pike	Silver Spring	MD	1	No
Fasone, Phyllis	SPECIAL CLERK	2101	99 SHAWAN ROAD	COCKEYSVILLE	MD	2	No
Conn	General Clerk	2108	13100 Columbia Pike	Silver Spring	MD	4	No
Conn	Special Clerk	2108	13100 Columbia Pike	Silver Spring	MD	1	No
Conn	Fraud Investigator	2108	13100 Columbia Pike	Silver Spring	MD	1	No
Conn	Services Representatives	2108	13100 Columbia Pike	Silver Spring	MD	1	No
Conn	Consultant	2108	13100 Columbia Pike	Silver Spring	MD	2	No
Conn	General Clerk	2204		Wise	VA	3	No
conn	Consultant	2204		Wise	VA	1	No
Klein, Dennis	Service Representative	2108	13100 Columbia Pike	Silver Spring	MD	1	No