

**MEMORANDUM OF AGREEMENT**

**Between**

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

**and**

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

This Memorandum of Agreement is 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 employees of the Company who are subject to the collective bargaining agreement between the Company and CWA (the “General Agreement”) and whose normal reporting location is in Maryland, Virginia, or the District of Columbia (hereinafter “Employees”).

Employees will place and transfer aerial copper cable, strand, and poles if the work can be performed with existing Company vehicles and equipment. This does not include work required by government entities. Employees will place copper cable inside conduit if the work can be performed with existing Company vehicles and equipment. These commitments shall be implemented no later than July 1, 2010. The Company does not intend to reduce its current level of vehicles and equipment that would be used to perform the work described in this Agreement prior to May 31, 2011. The Company further agrees to eliminate contractors performing Maintenance Administrator EVRC work in the Company by July 1, 2010. Neither this Agreement nor the fact of elimination of the foregoing contracting shall be used as evidence in any arbitral challenge to force reductions prior to this Agreement, and these restrictions on contracting shall expire May 31, 2011.

This Memorandum of Agreement has no application to Verizon West Virginia Inc. or work performed in West Virginia, and shall only be effective upon execution of the separate Memorandum of Agreement regarding the May 18, 2010 Enhanced Income Security Plan Offer.

**FOR THE COMPANY**

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

\_\_\_\_\_  
James R. Davis, Jr.  
Director, Labor Relations

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Ron Collins  
Vice President, District 2  
Communications Workers of America,  
AFL-CIO

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_