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Stephanie E. Miles
Director – Labor Relations
Human Resources

November 3, 2020

Ms. Susie McAllister
Assistant to the Vice President
Communications Workers of America, District 7
8085 East Prentice Avenue
Greenwood Village, Colorado 80111-2745

RE: UPDATED NOTICE - ARTICLE 19, FORCE ADJUSTMENT & REDUCTION – FIELD OPERATIONS – BRIAN FANCIULLI ORGANIZATION

Dear Susie:

On July 1, 2020, you were notified of the Company's intent to declare a formal force adjustment and reduction under Article 19 in Brian Fanciulli's Field Operations Organization with the resolution date of September 29, 2020. Subsequent to reaching the resolution date, on September 14, 2020, I provided an updated notice that the Broadband/Network Technicians in the two St. Paul and Minneapolis, MN force adjustment groups would undergo a resolution date change from the September 29 date to October 30 and November 20, 2020, basically splitting the two force adjustment groups in half into staggered resolution dates.

Due to continuing work volumes and the fiber build in the Twin Cities area along with our customer response to the availability of upgraded internet speeds, I am pleased to announce the decision by the organization to **cancel the remaining force adjustment and reduction** impacting the remaining twenty-three employees in the Broadband Technician and Network Technician force adjustment groups.

The following is a summary of the force adjustment and reduction activities that transpired since my July 1st announcement (all force adjustment groups):

Force Adjustment Reduction announced 7/1/2020	88
VSP (Voluntary)	(18)
EVSP (Job Search/matches)	(5)
Medical Related Discharges	(3)
Resignations	(7)
Military Leaves (1 Year)	(1)
Involuntary Separations	(31)
Unresolved Force Reduction Balance as of 11/3/2020	23

Affected employees will be notified sometime today shortly after you have received my notice. Please let me know if you have any questions.

Sincerely,