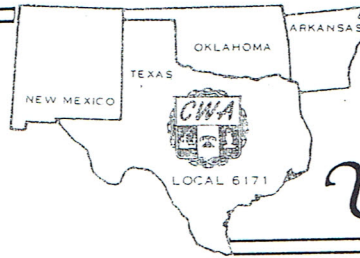


# Communications

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201 Lake St.  
Krum, Texas 76249  
(940) 482-7212  
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## Workers of America

November 2, 2016

AFFILIATED WITH AFL-CIO  12

To: Frontier Employees of CWA Local 6171

In regards to Dan McCarthy's email that went out yesterday, I wanted to let everyone know that I have had an in-depth conversation with Frontier and I am sending this out to ease everyone's mind. The Company will honor the MOA which guarantees no layoffs until the expiration of the CBA.

In Unity,

Ken Conner