

Windstream Communications  
4001 Rodney Parham Road  
Little Rock, AR 72212

**Bruce P. Hurlbut**  
Director, Labor Relations/HR  
t: 510.748.6942



March 5, 2019

Lisa Bolton  
VP Telecommunications  
Communications Workers of America  
501 3<sup>rd</sup> St. NW  
Washington, DC 20001

RE: Windstream Pension

Dear Lisa:

As you may be aware, Section 436 of the Internal Revenue Code requires that the lump sum options and other payment options with payments in excess of a monthly annuity may not be provided during a Bankruptcy for plans like the Windstream Pension Plan. This is incorporated into the Windstream Pension Plan at Section 16.01(c).

This will impact some of your members whose retirement commences after February 25, 2019, the bankruptcy filing date. The Company intends to notify them that lump sums are not available and give them the opportunity to revoke their pension elections. If they still want to commence their pension at this time, they are eligible for annuity payment options under the Plan.

Please contact me with question.

Sincerely,

A handwritten signature in blue ink, appearing to read "Bruce Hurlbut", with a long horizontal line extending to the right.

Bruce Hurlbut  
Sr Counsel, Labor Relations