

Effective: December 1, 2008

EMPLOYEES SERVICES

APPLICABILITY

Applicable to residence telephone service provided to regular employees and retired employees of the Company receiving a pension under the Company's established pension plan.

TERRITORY

Within the exchange area of all exchanges as defined on maps as part of this Product Guide.

RATES

A. Each Nonmanagement Employee's Residence Service

1. One local access line, including service connection and nonrecurring charges associated therewith, at 50% concession.
2. All other services, including usage, will be provided at regular filed rates.
2. Selected residence Custom Calling Services, offered from time to time and for periods of time to be determined at the Company's discretion, at 100% concession.

B. Each Management Employee's Residence Service except as provided in Special Condition 2

1. One local access line, including service connection and nonrecurring charges associated therewith, at 100% concession.
2. All other services including usage, will be provided at regular filed rates, except as provided for in Special Condition 2.
3. Selected residence Custom Calling Services, offered from time to time and for periods of time to be determined at the Company's discretion, at 100% concession.

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EMPLOYEES SERVICE

SPECIAL CONDITIONS

1. The preceding rate treatment does not apply to directory listings except as reflected in Special Condition 2.
2. The Company may provide primary service including supplemental service, directory listings, local and zone usage allowance and all required service connection and nonrecurring charges at 100% concession to management employees who are required to make regular use of their residence service line for business of the Company.
3. Under this schedule "regular employees" means those persons permanently employed by the Company on a full or part-time basis, including those persons on military leave of absence who were receiving "Employee's Service#" at the beginning of their official leave.
4. The rate treatment applicable to an employee's service prior to military leave may be extended by the Company during the period of military leave.
5. The rate treatment applicable to employees retired prior to June 1, 1968 will be extended to service of these employees following retirement whether or not they are receiving a pension from the Company.
6. Employees who retire after June 1, 1968 must be receiving a pension from the Company to be eligible for continuance of rate treatment under this schedule.