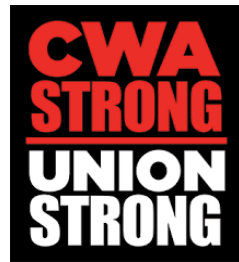


**CWA District 9
Frontier Bargaining Update
September 2, 2022**



Today the two Committees met with the Federal Mediator. Both the CWA and Frontier Committees drove home the key items required to achieve a tentative agreement. The key items remaining are Wages, TPA, Job Security, and Sub-Contracting. Frontier's response was that they don't have the ability (Capital) to purchase the necessary equipment to proceed without sub-contracting the work. CWA's stance with Frontier is that they have the ability to obtain the Capital through the Federal/State grants (Frontier already secured one CA grant).

Please remain engaged with your Local and assigned mobilization teams for additional updates.

While we have been moving in the right direction the Company is still obstinate about your demands; Job Security and Contracting. Frontier still insists on contractors doing our jobs and refuses to give us job security until end of the contract.

We have agreed to meet with the Company on September 6, 2022.