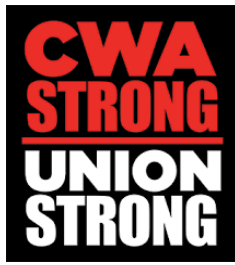


CWA District 9 Frontier Bargaining Update October 14, 2022



After multiple subcommittee sessions, today was CWA and Frontier Bargaining Committees' third presentation regarding the Apprenticeship Program being an alternative solution to address the Company's continued use of contractors. CWA continued to educate Frontier on our proposed path forward by including SMEs (Subject Matter Experts) in those discussions.

CWA's SMEs welcomed and answered Frontier's multitude of questions to assist in their conclusion that the Apprenticeship Program can be a positive result for all parties. The Committees agreed that providing a mechanism to train future applicants for the fiber buildout would result in growth for Frontier, strengthening job security. The CWA Committee emphasized the program would offset labor costs associated with hiring and training a future Union Labor Workforce.

CWA's previous counter proposal is still active with regards to the bargaining table. Frontier indicated the company should have a counter proposal next week, possibly on or before Wednesday. CWA reiterated to Frontier that as far as CWA is concerned the FJF MOA does not exist; everything is a moot point, and a waste of time until they come into compliance with the Article 7 contractual language.

