



Patrick J. Prudente
Executive Director
Labor Relations

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June 16, 2021

Ms. Gladys M. Finnigan
Assistant to the Vice President
Communications Workers of America
AFL-CIO, District One
80 Pine Street, 37th Floor
New York, New York 10005

Re: Care.com Premium Membership and Back-up Care Benefits for Remainder of 2021

Dear Ms. Finnigan:

The Company plans to provide a premium membership with Care.com as well as access to Care.com backup care benefits, under the terms described below, to all active New York/New England Associates effective July 1, 2021.

Enrollment in the Care.com premium membership is voluntary, and employees will be required to log into the Care.com site to activate their premium membership, which will be provided at no cost to the Associates. As with the Bright Horizons backup care benefits, the Company will offer Associates Care.com benefits on the same terms it offers such benefits to management employees. Accordingly, if benefits available through Care.com are modified for management employees, they will be identically modified for Associates.

Consistent with the backup care benefits available to management employees, backup care benefits available to New York/New England Associates will be modified as set forth below:

- For the remainder of 2021, if an Associate resides in an area where caregiving alternatives are available through the Bright Horizons or Care.com networks and their regular care arrangements are not available, they will be eligible for up to 80 hours of backup care through Bright Horizons or up to 10 days of backup care through Care.com or any combination of both not to exceed 80 hours in total. Effective July 1, Associates residing in areas where caregiving alternatives are available through the Bright Horizons or Care.com networks will no longer be eligible for reimbursement under the Emergency Verizon Backup Care Policy.
- For the remainder of 2021, if an Associate resides in an area where caregiving alternatives are not available through the Bright Horizons or Care.com networks and their regular care arrangements are not available, they will continue to be eligible to submit requests for reimbursement through the Emergency Verizon Backup Care Policy so long as the

situation satisfies the Policy requirements. As set forth in that Policy, eligible child/elder care services by a caregiver of the Associate's choice will be reimbursed \$15 per hour with a maximum payout of \$100 per day, per family.

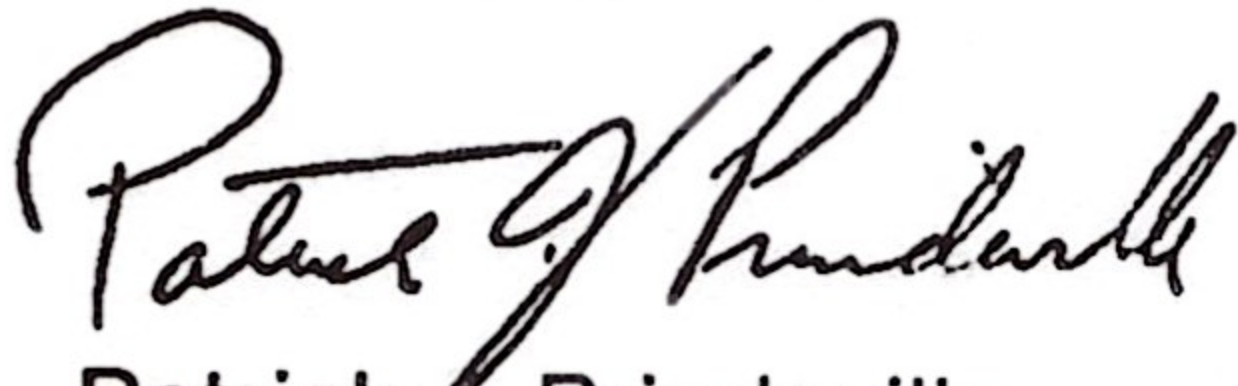
The Bright Horizons and Care.com benefits will be administered by Bright Horizons and Care.com respectively, and no matter concerning these benefits shall be subject to the grievance or arbitration process. Moreover, these benefits and all the terms and conditions relating to them, and the resolution of any disputes involving the terms, conditions, interpretation, or administration of the benefits shall be determined by and at the sole discretion of the Company.

The Company agrees to provide the Unions with advance notification of material changes to these Bright Horizons and Care.com benefits including, but not limited to, diminishment or termination of the benefits at least thirty (30) days in advance of the effective date.

The union's acceptance of this proposal will not become effective unless and until the International Brotherhood of Electrical Workers (IBEW) and the International Brotherhood of Electrical Workers Local 2213 (IBEW-Local 2213) agrees to the terms set forth herein. Absent agreement of each of the above in the immediately preceding sentence, this proposal may be withdrawn without precedent or prejudice.

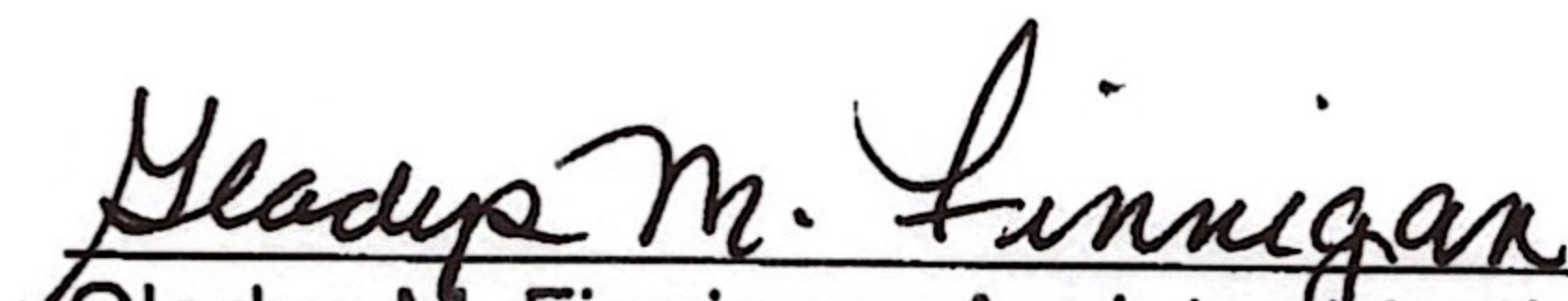
Please indicate your agreement with the above by signing a copy of this letter where indicated and returning it to me.

Very truly yours,



Patrick J. Prindeville
Executive Director – Labor Relations

Agreed for the Union:



Gladys M. Finnigan- Assistant to the Vice President
Communications Workers of America

Dated: 6/29/2021