

**Date: December 3**

In March of this year, we shared [information](#) with employees on the development of the Common Interest Forum (CIF) as a means for the Parties to the 2007 Collective Agreement to develop more effective and efficient means of resolving differences and make necessary amendments to the Collective Agreement during its term. CIF involves officers of Communications, Energy & Paperworkers Union of Canada, Atlantic Canada Council (CEPACC) and executives of Bell Aliant, with support from officers of the Federal Mediation and Conciliation Service. The CIF meets monthly to discuss issues which are common to both parties.

As the year has progressed, we have continued discussing ways to enable the organization to better execute on its 2009 Business Plans and strategic initiatives as we look ahead to 2010.

Today, we are announcing that we have reached a further agreement to proceed with changes to our unionized workforce in Atlantic Canada. We have agreed to extend another **Limited Retirement Offer** to eligible employees who are represented by the CEP Atlantic Communications Council. Employees who will receive this offer must be eligible to retire with an unreduced pension as of January 15, 2010.

#### **Limited Retirement Offer by Group**

In keeping with our commitment to deliver strong levels of service to our customers, this offer will be limited in the number of employees who are able to participate by VP/Senior VP group. Employees who are eligible to apply for retirement under this Limited Retirement Offer, must do so by January 8, 2010. Employees who apply will be selected on the basis of seniority within their VP/Senior VP Group. A defined target or cap has been set by VP/SVP group. The following table outlines the maximum number of employees who will be approved to retire under the Limited Offer, by VP/Senior VP Group:

| <b>Department</b>            | <b>VP/Senior VP</b>        | <b>Target/Cap</b> |
|------------------------------|----------------------------|-------------------|
| Customer Experience          | Chuck Hartlen              | 130               |
| Customer Solutions           | Joan Penney                | 25                |
| Corporate Services & Finance | Fred Crooks & Glen LeBlanc | 7                 |

#### **Application Process**

Employees who are eligible to apply for the Limited Retirement Offer will be sent an email on December 4. Only those employees who are eligible to retire under the Defined Benefit pension plan as of January 15, 2010 or those who can retire under the terms of the Defined Contribution pension plan, will be contacted by email. The email will contain details of the application process and will provide assistance to employees to better understand their personal situation regarding Post Retirement Benefits. In addition, eligible employees will be provided with an estimate of their annual pension from the Bell Aliant Employee Service Centre. This information will be sent to employees via inter-company mail on December 4, 2009. Employees who are approved to receive the Limited Retirement Offer will receive a severance amount of 52 weeks of regular salary. In addition, employees who receive the offer are eligible to receive reimbursement of up to \$200 for financial planning services they may seek in order to assist them with their decision making process.

#### **Notification**

Applications received will be processed in early January and every applicant will be notified on or before January 13 regarding whether they have been approved for this Limited Retirement Offer. Departures for employees will take place, based on business requirements, as early as the first quarter of 2010. All departures will be based on the service requirements of the group they work in.

Should you have any questions or concerns, please contact any representative of the Common Interest Forum, who are:

Phil Briffett  
Penny Fawcett  
Pat O'Brien  
Chuck Rouse

Joyclin Coates  
Al Fenerty  
Noel Pauley  
Chuck Shewfelt

Mike Costello  
Chuck Hartlen  
Joan Penney  
Elizabeth Spinney

Fred Crooks  
Dean MacDonald  
Alana Patterson  
Mary Croke

Or please feel free to contact the Bell Aliant Employee Service Centre at 1-877-351-4100.

We are pleased with the ongoing progress of our discussions and believe this will help us continue to meet our overall objectives for 2009. We are well-positioned for long-term success as we approach 2010, while ensuring a balanced outcome for the organization, our employees and our customers.