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OUTSTANDING LOU – VOLUNTARY DEPARTURE INCENTIVE PLAN (“VDIP”)

Zayo Canada Inc. and the Union (Unifor) have agreed to offer a one-time Voluntary Departure Incentive Plan (“VDIP”) to one (1) eligible bargaining unit employee in the Vancouver Work Location within the Pacific District (JSET #23).

Zayo and Unifor agree that this offer is peripheral to the terms of Article 9 of the Collective Agreement.\

VDIP OFFER DETAILS:

All full time employees who are eligible for early retirement under the Company’s policies within the Vancouver work location with a classification of CT2A may apply. The successful applicant will be accepted on the basis of seniority.

Current inactive, part-time and temporary employees or individuals who have already received a separation package in an earlier offering will not be eligible to participate in this VDIP. Employees who have already provided the Company with notice of intent to retire or notice of resignation will also not be eligible to participate in this VDIP unless mutually agreed by the Company and the Union.

Eligible employees must apply by February 15, 2017. All applications will be reviewed and are subject to management approval. The departure date for the individual whose application is approved will be before March 31, 2017 unless extended by the Company based on business and operational requirements. The individual leaving the Company under the VDIP will be required to sign a release agreeing to the terms and conditions of the VDIP.

Please note that the employee who is approved for a VDIP may not be rehired on a permanent full time basis within twenty-four months of his/her departure date.

VDIP INCENTIVE PACKAGE:

The individual approved for VDIP will receive a total separation allowance of:

- \$75,000 if less than 20 completed years of service
- \$100,000 if 20 or more years of service but less than 25 completed years of service
- \$110,000 if 25 or more years of service

Instructions for applying and details of the incentive package Salary, Vacation, Benefits etc. will be provided to employees as part of the VDIP offer letter which will be sent to eligible employees as described above.

By signing below, I agree to the terms of this VDIP LOU:

ZAYO CANADA INC.

Name _____

Title _____

Signature _____

Date _____

UNIFOR

Name _____

Title _____

Signature _____

Date: _____