



GLOBAL HQ

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February 7, 2018

Unifor Local 2000-A
Attn: Ian Morton

Re: Zayo Canada Contributory Pension Plan (the “Zayo Plan”)

We are writing to confirm the following in relation to the Zayo Plan.

1. The accrued pension benefits and accrued pensionable service under the Allstream Contributory Pension Plan (the “Allstream Plan”) in respect of the unionized Plan members were neither reduced nor became less protected as a result of the pension asset transfer from the Allstream Plan to the Zayo Plan as approved by the Superintendent of Financial Institutions.
2. Only active Allstream Plan members as at January 14, 2016 were transferred to the Zayo Plan. The pension benefits of former Allstream Plan members (including survivors and beneficiaries of deceased members) remain with the Allstream Plan and are paid under the Allstream Plan and they are not covered by the Zayo Plan.
3. The pension benefit formula and the formula for calculating pensionable service under the Zayo Plan are identical to those formulae under the Allstream Plan (as at January 14, 2016).
4. The Zayo Plan text is identical to the Allstream Plan text in all material respects.
5. Zayo Canada Inc. has funded and will fund the pension benefits under the Zayo Plan according to its terms and as required by law.
6. The pension fund of the Zayo Plan has received all payments from the Allstream Plan and MTS Inc. as required under the pension transfer agreement dated November 20, 2015. The monies will be kept as part of the pension fund of the Zayo Plan and will be used for paying pension benefits and other purposes in accordance with the terms of the Zayo Plan.
7. Zayo Canada Inc. is responsible for paying the professional fees relating to the pension asset transfer. The administration costs of the Zayo Plan will be paid in accordance with the relevant provisions of the Zayo Plan which are identical to those of the Allstream Plan (as at January 14, 2016).

Please let me know if you have any questions concerning the above.

Sincerely,

Scott Getman
Director Global Benefits & Shared Services
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