Kevin M. Shea
Vice President Government Relations - NH
900 Elm Street, Suite 1922
Manchester, NH 03101

May 30, 2008

Kate Bailey
New Hampshire Public Utilities Commission
21 South Fruit Street, Suite 10
Concord, NH 03301-2429

Dear Kate,

Pursuant to section 5.1 of the Staff Settlement Stipulation I have included the April 2008 FairPoint staffing report for your review.

Please acknowledge receipt of this letter and its enclosures by signing or stamping and dating the receipt copy of this letter.

Sincerely,

Kevin M. Shea

cc: Lynn Fabrizio
     Jody O'Marra
     Meredith Hatfeild

Attachment

Staffing Plan

This plan supports FairPoint's cutover and regulatory commitments in the acquired Verizon properties within Maine, New Hampshire and Vermont. This includes service quality improvements, the dual pole removal initiative, the broadband deployment plan and activities involved with the systems cutover.

FairPoint has previously indicated that we would require 675 "New Hire" positions to replace the services provided by Verizon from outside of the three states. As of May 30, 2008, 318 of those positions have been filled. This plan totals 610 positions in addition to the 318 positions already filled. The total positions FairPoint has or will fill now totals 928 (318 + 610). The Plan therefore addresses the remaining 357 "New Hire" positions plus 253 positions required to meet the commitments for service quality improvement, dual pole removal, backfill for retirements, and call center representatives.

Our total staffing plan was built from a bottom up approach involving the business leads in each area to identify critical needs to meet our service requirements and to ensure sufficient resources for cutover at the end of September.

Of significance, we considered historical data in ensuring our staffing was proper given current business conditions and near term operating issues. The last twelve months of access line loss of approximately 9.6% was taken into consideration as was the impact of Verizon practice of loaning technicians to areas outside of the three state regions in staffing front line service oriented roles.

The exceptional call volumes experienced after close were considered in staffing additional positions in the call centers to address anticipated increases in call volume before, during, and after cutover. To be prudent, 76 of these roles were defined as temporary and we expect that after December 31, 2008 a number of these positions will be eliminated. You will note in the table below that by cutover we will have employed and trained 17% more Service Representatives than Verizon employed in January of this year.

FairPoint Communications
Analysis of Consumer & SB Staffing needs in the NNE

Position	Existing Positions									
	Jan-08	Feb-08	Mar-08	31-Mar-08	Apr-08	May-08	Jun-08	Jul-08	Aug-08	Sep-08
SERVICE REPRESENTATIVE (on payroll)	363	339	342	343	339	339	426	426	426	426
OTHER DEPARTMENTAL POSITIONS	203	198	198	186	213	218	218	222	227	232
GRAND TOTAL	566	537	540	529	552	557	644	648	653	658
Access line loss for the past 12 months was considered.										

For technician positions we considered the past twelve months of access line loss and the actual number of technicians assigned to work in the region. Verizon had a practice of loaning technicians to other regions. The Verizon staffing report was based on payroll information relative to the employee's home station, even when these employees were assigned elsewhere. The chart below demonstrates that traditional staffing levels for Splice Service Technicians *assigned to work in the Northern New England region* were approximately 740 positions. With the service initiatives and backfill positions our assigned staffing levels for cutover relative to these positions is higher than the January staffing levels at Verizon. It is not our intention to loan technicians outside of the Verizon acquired properties.

FairPoint Communications
Analysis of Network Staffing needs in the NNE

Position	Existing Positions							
	Jan-08	31-Mar-08	Apr-08	May-08	Jun-08	Jul-08	Aug-08	Sep-08
CENTRAL OFFICE TECHNICIAN	288	261	257	257	257	303	307	307
EQUIPMENT INSTALL TECH	87	69	69	69	69	69	69	69
OUTSIDE PLANT TECHNICIAN	188	163	163	163	163	173	183	193
SPLICE-SERVICE TECHNICIAN	816	741	740	740	740	755	770	801
OTHER NETWORK DEPT POSITIONS	610	603	639	656	664	656	711	746
TOTAL	1989	1837	1868	1885	1893	1956	2040	2116

	Jan-08	31-Mar-08	Apr-08	May-08	Jun-08	Jul-08	Aug-08	Sep-08
SST's (payrolled)	816		740	740	740	740	740	740
Listed on FairPoint's staffing plan	0		0	61	61	61	61	61
Loaned to states outside NNE	-87		0	0	0	0	0	0
TOTAL	729		740	801	801	801	801	801

	Jan-08	31-Mar-08	Apr-08	May-08	Jun-08	Jul-08	Aug-08	Sep-08
OPT (payrolled)	188		163	163	163	163	163	163
Listed on FairPoint's staffing plan				30	30	30	30	30
Loaned to states outside NNE	-16		0					
TOTAL	172		163	193	193	193	193	193
Recall Pool - available as a staffing pool currently totals 19.								
Access Lines loss for the last 12 months was considered.								

In addition, there are currently 19 trained technicians (primarily Equipment Install Techs) on a recall list. It is our expectation that a majority of them will respond positively to a recall if we need additional resources in that area.

Of significance, we have had only one termination since closing on April 1, 2008; therefore, we have not conducted a turnover analysis.

In summary, when we complete staffing for the service initiatives, cutover, and backfill to appropriate levels we will expand our workforce by 928 employees over the staffing levels of the transferred employees from Verizon at close. We have also identified key positions on the staffing plan complementing this narrative that will be expedited for cutover. You will find that we have identified a total of 31 management positions as key positions in the plan submitted with this narrative as well as 141 associate positions. The submitted plan reflects 674 current openings. By the end of June we expect that 87 of these positions will be filled, primarily in the customer service area. The balance of the key positions are expected to be filled by the end of August.

	Legend
	Candidate accepted and start date will be in June.
	Candidate sourced and expected to be hired in June or July.

Key Positions	FTE	Oracle Dept Desc	Job Title
	1	Operations Bullpen	Local Manager Proact / CXM
	1	FIN - Financial Accounting - Payroll	Supervisor Payroll
	1	FIN - Financial Accounting - Accounts Payable	Manager Accounts Payable
	1	FIN - Financial Accounting - Accounts Payable	Supervisor Accounts Payable
	1	DCO - Service Desk	Manager Serv Desk
	1	DCO - Service Desk	SD Lead
	1	DCO - Service Desk	SD Lead 2nd Shift
	1	DCO - Service Desk	SD Lead 3rd Shift
	1	CSB - Outbound Sales and Service	Supervisor Outbound Telemarketing
	1	CSB - Outbound Sales and Service	Supervisor Outbound Telemarketing
	1	CSB - Consumer Sales and Service	Specialist Sales Support
	1	CSB - Consumer Sales and Service	Supervisor Sales Sup-Bangor
	1	CSB - Consumer Sales and Service	Supervisor Sales Sup-Bangor
	1	CSB - OS & DA	Supervisor Customer Service
	1	DCO - Service Desk	SD Tech
	1	DCO - Service Desk	SD Tech
	1	DCO - Service Desk	SD Tech
	1	MKT - Marketing	Marketing Analytics Mgr
	1	MKT - Product Development	Prod Manager OS DA & Payphone
	1	MKT - Product Development	Prod Mgr Voice & Bndled Svcs
	1	MKT - Product Development	Prod Spec LD & VoIP Consumer
		MKT - Marketing	Marketing Spec Maine
	1	MKT - Product Development	Prod Spec Data & Internet Svcs
	1	Risk Management	EH&S Manager
	1	Risk Management	Claims Associate
	1	Customer Operations	Call Center Manager
	1	Customer Operations	Call Center Supervisor
	1	Customer Operations	Sales Eng
	1	Business Operations	Account Executive
	1	Business Operations	Account Executive
	1	Customer Operations	Account Executive
	1	Customer Operations	Small Business Supervisor
	1	Customer Operations	Executive Assistant
	1	Customer Operations	Executive Assistant
	1	Business Operations	Manager Contract Mgmt
		Operations Bullpen	Turf Engineer
		Operations Bullpen	Turf Engineer
		Operations Bullpen	Turf Engineer
	1	HRS - Employee Relations	Executive Assistant
	1	HRS - Employee Relations	HR Specialist Empl Relations
	1	ORT - Wholesale Billing Support	Senior Specialist Billing Support
		ORT - Training	Trainers
	1	ORT - Training	Trainers
	1	ORT - Training	Manager Documentation Training

	1	ORT - Network & Field Operations Support	Senior Specialist Metrics & Reporting
		ORT - Network & Field Operations Support	Spec Field Sup Network
	1	ORT - Network & Field Operations Support	Spec Ntwk Sys Planning
	1	ORT - Network & Field Operations Support	Special Network Prod & M&P
	1	ORT - Network & Field Operations Support	Special Network Prod & M&P
	1	ORT - Network & Field Operations Support	Special Network Prod & M&P
	1	ORT - Retail Billing Support	Specialist Billing Support
	1	ORT - Retail Billing Support	Specialist Billing Support
	1	ORT - Training	Specialist Call Quality
	1	ORT - Training	Specialist Call Quality
	1	ORT - Network & Field Operations Support	Specialist Metrics & Reporting
	1	ORT - Network & Field Operations Support	Specialist Metrics & Reporting
	1	ORT - Retail Billing Support	Sr Billing Analyst
	1	ORT - Call Center Support	Specialist Operator Services
	1	ORT - Call Center Support	Sr Staff Consult Prod Mgmt & Dev
	1	ORT - Training	Coordinator of Customer Care
		ORT - Sales Support	Specialist System Planning
	1	ORT - Training	Specialist Systems Support (UPK)
	1	ORT - Customer Care Support	Specialist System Admin
	1	EXA - Government Affairs	Director Legislative Relations
	1	EXA - Government Affairs	Director Legislative Relations
	1	EXA - Government Affairs	Title Contractor
	1	Operations Bullpen	Executive Assistant
	1	Operations Bullpen	Local Manager Proact / CXM
	1	Operations Bullpen	Local Manager Wholesale
	1	Network Engineering	Wholesale Support Engineer
	1	Operations Bullpen	Engineering Manager
	1	Network Engineering	Inventory DB/Drafter
		Network Engineering	IOF Provisioner
	1	Network Engineering	Mgr Data Engineering
	1	Network Engineering	Mgr Regional Engineering
	1	Network Engineering	Mgr Regional Engineering
	1	Network Engineering	Mgr Regional Engineering Special Services
	1	Network Engineering	Microwave Engineer
		Network Engineering	SS7 Tandem/Swithc/VM Engineers
	1	Network Engineering	Traffic Engineer
	1	FIN - Financial Accounting - PP&E	Accts TPUC
		FIN - Financial Accounting - PP&E	Supervisor Capital Expenditures
	1	FIN - Financial Accounting - PP&E	Supervisor TPUC
		FIN - Financial Accounting - Revenue	Accts Revenue Wholesale
	1	FIN - Financial Accounting - Revenue	Sr Staff Acct - Revenue
	1	FIN - Financial Accounting - Revenue	Supervisor Revenue Retail
	1	Regulatory (REG)	Analyst of Cost and Access
		Regulatory (REG)	Analyst of Tariffs and Compliance
	1	Regulatory (REG)	Manager of Policy Research and Analysis
	1	Regulatory (REG)	Manager of Policy Research and Analysis
	1	Regulatory (REG)	Senior Manager of Cost and Access

	1	Regulatory (REG)	Executive Assistant
	1	DCO - Production Control	Billing PC, Op
	1	EXA - Corporate Communications	Manager Intranet
		Legal	VP Law & Assistant General Counsel
	1	Legal	State Regulatory Attorney
	1	Internal Audit	Internal Auditor
	1	CSB - Consumer Sales and Service	Specialist Resource Management
	1	CSB - Consumer Sales and Service	Supervisor Sales Support Portland
	1	CSB - Consumer Sales and Service	Supervisor Sales Support Portland
	1	CSB - Small Business Sales and Service	Call Center Supervisor
	1	CSB - OS & DA	Supervisor Customer Service
	1	CSB - OS & DA	Director Operator Services/Directory Assistance
	1	CSB - Dealer Channels	Supervisor VAR
	1	Risk Management	Risk Analyst
		Customer Operations	E911 Database Manager
	1	Customer Operations	E911 Specialist
	1	Customer Operations	E911 Team Leader
	1	Customer Operations	Account Executive
	1	Customer Operations	Account Executive
	1	Customer Operations	Account Executive
		Customer Operations	Specialists
	1	HRS - Compensation and Benefits Mgt	EAP Coordinator
	1	HRS - Employee Relations	HR Specialist Empl Relations
	1	ORT - Wholesale Billing Support	Specialist Billing Support
	1	ORT - Retail Billing Support	Billing Analyst
	1	ORT - Network & Field Operations Support	Spec Cust Systems
	1	ORT - Network & Field Operations Support	Spec Cust Systems
	1	ORT - Network & Field Operations Support	Spec Ntwk Sys Planning
	1	ORT - Network & Field Operations Support	Special Network Prod & M&P
	1	ORT - Network & Field Operations Support	Special Network Prod & M&P
	1	ORT - Network & Field Operations Support	Specialist Metrics & Reporting
	1	Network Engineering	Collocation Support Engineer
	1	Network Engineering	Data Engineer
	1	Network Engineering	Data Engineer
	1	Operations Bullpen	Engineer
	1	Operations Bullpen	Engineer
	1	Network Engineering	Inventory DB/Drafter
	1	Network Engineering	SS7 Tandem/Swithc/VM Engineers
	1	FIN - Financial Accounting - PP&E	Accts Captial Expenditures
	1	Regulatory (REG)	Analyst of Tariffs and Compliance
	1	DCO - Production Control	Billing PC, Op
	1	EXA - Corporate Communications	Manager Internal Communications
	1	Internal Audit	Internal Auditor
	1	CSB - OS & DA	Supervisor Customer Service
	1	CSB - OS & DA	Supervisor Customer Service
	1	Customer Operations	Account Executive II
	1	Customer Operations	Account Executive II

	1	FIN - Financial Accounting - PP&E	Accts Captial Expenditures
	1	FIN - Financial Accounting - PP&E	Accts Fixed Assets
	1	FIN - Financial Accounting - PP&E	Accts TPUC
	1	FIN - Financial Accounting - PP&E	Accts TPUC
	1	FIN - Financial Accounting - Revenue	Accts Revenue Retail
	1	FIN - Financial Accounting - Revenue	Accts Revenue Wholesale
	1	Regulatory (REG)	Analyst of Cost and Access
	1	Regulatory (REG)	Analyst of Tariffs and Compliance
	1	DCO - Production Control	Billing PC, Op
	1	HRS - Staffing and Training	HR Spec Staff & Recruit
	1	FIN - Financial Accounting - Revenue	Accts Revenue Retail
		ORT - Customer Care Support	Specialist Force Management
		ORT - Customer Care Support	Specialist Force Management
		ORT - Customer Care Support	Specialist Force Management
		ORT - Customer Care Support	Specialist Force Management
		ORT - Customer Care Support	Specialist Force Management
		ORT - Customer Care Support	Specialist Force Management
	1	Operations Bullpen	Local Manager Proact / CXM
		MKT - Marketing	Marketing Spec NH
	1	Sales Eng	Sales Eng
	1	Customer Operations	Account Manager
	1	Sales Eng	Service Manager Collocation
	1	HRS - Employee Relations	HR Generalist / Business Partner
	1	Operations Bullpen	Local Manager - CO
	1	Operations Bullpen	Local Manager - CO
	1	Operations Bullpen	Local Manager - CO
	1	Operations Bullpen	Local Manager - CO
	1	Operations Bullpen	Local Manager - CO
	1	Operations Bullpen	Local Manager - CO
		Operations Bullpen	Local Manager I&M
	1	Operations Bullpen	Local Manager Proact Ctr
	1	FIN - Tax	Accountant Corporate Income Tax
	1	FIN - Tax	Accountant Telco Transaction Tax
	1	FIN - Tax	Accountant Telco Transaction Tax
		FIN - Tax	Supervisor Corporate Income Tax
	1	FIN - Financial Accounting - General Ledger	Accts Operations Expense
	1	FIN - Financial Accounting - General Ledger	Manager of General Ledger
	1	FIN - Financial Reporting	Director of Financial Reporting
	1	FIN - Financial Planning & Analysis	Senior Manager of FP&A
	1	FIN - Financial Accounting - General Ledger	Acct Part 32 Accounting
	1	FIN - Financial Reporting	Accts Financial Reporting
	1	FIN - Financial Planning & Analysis	Financial Analyst
	1	FIN - Financial Planning & Analysis	Financial Analyst
	1	FIN - Financial Reporting	Manager Financial Reporting
		FIN - Financial Reporting	Sr Mgr Financial Reporting

	1	FIN - Financial Reporting	Supervisor Financial Reporting
	1	FIN - Regulatory Accounting	Acct Cost Study & Analysis
	1	FIN - Regulatory Accounting	Supervisor Cost Study & Analysis
	1	FIN - Regulatory Accounting	Supervisor Regulatory Reporting
	1	SDS - Development	Advanced Technology Lead
	1	SDS - Architecture	Architecture Manager
	1	SDS - Reporting	BAU & Reporting Mgr
	1	SDS - Architecture and Development Support	Bus Sol Analyst
	1	SDS - Architecture and Development Support	Config Analyst
	1	SDS - Architecture and Development Support	Tech Writer
	1	SDS - Development	Web & Advanced Tech Mgr
	1	IST - Facilities	Manager UHD/Security
	1	SDS - Architecture	Arch Analyst
	1	IST - QA/CM	CM Business Analyst
	1	DCO - Data	DBA Oracle Tuner
	1	DCO - Data	DBA SQL
	1	DCO - Systems	Jr Sys Admin Unix
	1	DCO - Data	Junior Level DBA Oracle
	1	SDS - Reporting	Lead Reporting
	1	DCO - Systems	Lead Systems
	1	SDS - Development	Lead Web
	1	IST - QA/CM	Lead, Testing
	1	IST - QA/CM	Maintenance & Contract Admin
	1	SDS - Reporting	Maintenance Dev
	1	IST - ISP Admin	Manager ISP
	1	IST - ISP Admin	Network Admin
	1	SDS - Development	New Dev
	1	SDS - Development	New Dev
	1	DCO - Operations	Ops Analyst
	1	DCO - Operations	Ops Lead (Day)
	1	DCO - Operations	Ops Lead (Evening)
	1	DCO - Operations	Ops Lead (Night)
	1	SDS - Reporting	Reporting
	1	IST - QA/CM	Test Analyst
	1	IST - QA/CM	Test Analyst
	1	IST - QA/CM	Test Analyst
	1	IST - QA/CM	Test Perf Analyst
	1	IST - QA/CM	Test Perf Analyst
	1	IST - QA/CM	Test Perf Analyst
	1	SDS - Development	Web Dev
	1	IST - Executive	Executive Assistant
	1	IST - Security Admin	Security Admin
	1	CSB - Consumer Sales and Service	Manager Service Request Center
	1	ORT - Retail Billing Support	Billing Analyst
	1	ORT - Retail Billing Support	Billing Analyst
	1	ORT - Retail Billing Support	Billing Analyst
	1	ORT - Retail Billing Support	Billing Analyst

		1	ORT - Retail Billing Support	Billing Analyst
		1	ORT - Retail Billing Support	Billing Analyst
		1	ORT - Retail Billing Support	Billing Analyst
		1	Customer Operations	Account Manager
		1	Operations Bullpen	Supervisor - APC
		1	FIN - Financial Accounting - General Ledger	Acct Part 32 Accounting
		1	FIN - Financial Planning & Analysis	Financial Analyst
		1	FIN - Financial Planning & Analysis	Financial Analyst
		1	FIN - Financial Planning & Analysis	Senior Financial Analyst
		1	FIN - Regulatory Accounting	Acct Cost Study & Analysis
		1	FIN - Regulatory Accounting	Acct Regulatory Reporting
		1	SDS - Architecture and Development Support	Bus Sol Analyst
		1	SDS - Architecture and Development Support	Config Analyst
		1	SDS - Architecture and Development Support	Tech Writer
		1	IST - Facilities	UHD
████		1	DCO - Data	DBA SQL
████		1	DCO - Systems	Jr Sys Admin Unix
		1	IST - QA/CM	Maintenance & Contract Admin
		1	SDS - Reporting	Maintenance Dev
		1	SDS - Reporting	Maintenance Dev
		1	SDS - Reporting	Maintenance Dev
		1	IST - ISP Admin	Network Admin
		1	IST - ISP Admin	Network Admin
		1	SDS - Development	New Dev
		1	SDS - Development	New Dev
		1	DCO - Operations	Ops Analyst
		1	SDS - Reporting	Reporting
		1	SDS - Reporting	Reporting
		1	SDS - Reporting	Reporting
		1	SDS - Architecture	Sr Arch Analyst
		1	SDS - Development	Web Dev
		1	IST - Security Admin	Security Admin
		1	FIN - Tax	Accountant Corporate Income Tax
		1	FIN - Tax	Accountant Telco Transaction Tax
		1	FIN - Tax	Accountant Telco Transaction Tax
		1	FIN - Financial Accounting - General Ledger	Supervisor of COGS
		1	FIN - Financial Planning & Analysis	Senior Financial Analyst
		1	SDS - Architecture and Development Support	Tech Writer
████		1	DCO - Systems	Jr Sys Admin Unix
		1	SDS - Reporting	Maintenance Dev
		1	SDS - Reporting	Maintenance Dev
		1	SDS - Reporting	Maintenance Dev
		1	IST - ISP Admin	Network Admin
		1	IST - ISP Admin	Network Admin
		1	SDS - Development	New Dev
		1	SDS - Development	New Dev
		1	DCO - Operations	Ops Analyst

	1	SDS - Reporting	Reporting
	1	SDS - Reporting	Reporting
	1	SDS - Reporting	Reporting
	1	SDS - Development	Web Dev
	1	FIN - Financial Accounting - General Ledger	Accts COGS
	1	FIN - Financial Accounting - General Ledger	Accts COGS
	1	SDS - Reporting	Maintenance Dev
	1	SDS - Reporting	Maintenance Dev
	1	SDS - Reporting	Maintenance Dev
	1	Sales Eng	Sales Eng
		Operations Bullpen	Turf Engineer
	1	Operations Bullpen	Supv CPC Network Prov
	1	Operations Bullpen	Lead Engineer - Wireless
	1	Operations Bullpen	OSS/EMS Systems Integrator
	1	CSB - Consumer Sales and Service	Executive Assistant
	1	CSB - Consumer Sales and Service	Specialist Sales Support
	1	CSB - Consumer Sales and Service	Supervisor Sales Sup-Burlington
	1	Collections	Supervisor Collections
	1	Collections	Supervisor Collections
	1	Collections	Supervisor Collections
		Operations Bullpen	Turf Engineer
	1	Operations Bullpen	Local Manager Proact / CXM
	1	Customer Operations	Implementation Mgr II
	1	Customer Operations	Implementation Mgr II
		Customer Operations	Implementation Mgr III
	1	HRS - Employee Relations	HR Generalist / Business Partner
	1	HRS - Human Resources Administration	HR Specialist Admin Processor
	1	HRS - Human Resources Administration	HR Specialist Admin Processor
	1	HRS - Human Resources Administration	HR Specialist IT
	1	Operations Bullpen	Technical Writer
	1	CSB - Consumer Sales and Service	Supervisor Sales Sup-Burlington
	1	CSB - OS & DA	Supervisor Customer Service
	1	Collections	Systems Analyst
	1	Customer Operations	Account Manager
	1	HRS - Human Resources Administration	Executive Assistant
	310	Total Non-Associates on Approved Staffing Plan	
	6	Total Positions on labor Relations Hold	
	20	Total Filled & Removed from Count	
	284	Total Positions to Fill	

		Charlotte	
	1	Risk Management	Risk Analyst
	1	FIN - Executive	Sr VP Corporate Controller
	1	Legal	Business Attorney
	1	Legal	Legal Secretary

File Name	City	State	Priority	Post In	Hire In	
Operations - Mead - Backfill - Approved	Bangor	ME	1	June	July	
Corporate Finance	Bangor	ME	1	June	July	
Corporate Finance	Bangor	ME	1	June	July	
Corporate Finance	Bangor	ME	1	June	July	
IT	Bangor	ME	1	June	July	
IT	Bangor	ME	1	June	July	
IT	Bangor	ME	1	June	July	
IT	Bangor	ME	1	June	July	
Customer Service	Bangor	ME	1	June	July	
Customer Service	Bangor	ME	1	June	July	
Customer Service	Bangor	ME	1	June	July	
Customer Service	Bangor	ME	1	June	July	
Customer Service	Bangor	ME	1	June	July	
Customer Service	Bangor	ME	1	June	July	
IT	Bangor	ME	2	July	Aug	
IT	Bangor	ME	2	July	Aug	
IT	Bangor	ME	2	July	Aug	
Marketing	Portland	ME	1	June	July	
Marketing	Portland	ME	1	June	July	
Marketing	Portland	ME	1	June	July	
Marketing	Portland	ME	1	June	July	
Marketing	Portland	ME				1
Marketing	Portland	ME	1	June	July	
Risk Management	Portland	ME	1	June	July	
Risk Management	Portland	ME	1	June	July	
Business Sales	Portland	ME	1	June	July	
Business Sales - Wish List - Approved	Portland	ME	1	June	July	
Business Sales - Wish List - Approved	Portland	ME	1	June	July	
Business Sales - Wish List - Approved	Portland	ME	1	June	July	
Business Sales - Wish List - Approved	Portland	ME	1	June	July	
Business Sales - Wish List - Approved	Portland	ME	1	June	July	
Business Sales - Wish List - Approved	Portland	ME	1	June	July	
Business Sales	Portland	ME	1	June	July	
Business Sales	Portland	ME	1	June	July	
Business Sales - Wish List - Approved	Portland	ME	1	June	July	
Operations - Austin	Portland	ME				1
Operations - Austin	Portland	ME				1
Operations - Austin	Portland	ME				1
Human Resources	Portland	ME	1	June	July	
Human Resources	Portland	ME	1	June	July	
Support Services	Portland	ME	1	June	July	
Support Services	Portland	ME				1
Support Services	Portland	ME	1	June	July	
Support Services	Portland	ME	1	June	July	

Support Services	Portland	ME	1	June	July	
Support Services	Portland	ME				1
Support Services	Portland	ME	1	June	July	
Support Services	Portland	ME	1	June	July	
Support Services	Portland	ME	1	June	July	
Support Services	Portland	ME	1	June	July	
Support Services	Portland	ME	1	June	July	
Support Services	Portland	ME	1	June	July	
Support Services	Portland	ME	1	June	July	
Support Services	Portland	ME	1	June	July	
Support Services	Portland	ME	1	June	July	
Support Services	Portland	ME	1	June	July	
Support Services - Wish List - Approved	Portland	ME	1	June	July	
Support Services	Portland	ME	1		July	
Support Services	Portland	ME	1	June	July	
Support Services	Portland	ME	1	June	July	
Support Services	Portland	ME				1
Support Services	Portland	ME	1	June	July	
Support Services	Portland	ME	1	June	July	
External Relations	Portland	ME	1	June	July	
External Relations	Portland	ME	1	June	July	
External Relations	Portland	ME	1	June	July	
Operations - Mead	Portland	ME	1	June	July	
Operations - Mead - Backfill - Approved	Portland	ME	1	June	July	
Operations - Mead - Backfill - Approved	Portland	ME	1	June	July	
Engineering & Ops	Portland	ME	1	June	July	
Engineering & Ops - Backfill - Approved	Portland	ME	1	June	July	
Engineering & Ops	Portland	ME	1	June	July	
Engineering & Ops	Portland	ME				1
Engineering & Ops - Backfill - Approved	Portland	ME	1	June	July	
Engineering & Ops	Portland	ME	1	June	July	
Engineering & Ops - Backfill - Approved	Portland	ME	1	June	July	
Engineering & Ops - Backfill - Approved	Portland	ME	1	June	July	
Engineering & Ops	Portland	ME	1	June	July	
Engineering & Ops	Portland	ME				1
Engineering & Ops	Portland	ME	1	June	July	
Corporate Finance	Portland	ME	1	June	July	
Corporate Finance	Portland	ME				1
Corporate Finance	Portland	ME	1	June	July	
Corporate Finance	Portland	ME				1
Corporate Finance	Portland	ME	1	June	July	
Corporate Finance	Portland	ME	1	June	July	
Regulatory	Portland	ME	1	June	July	
Regulatory	Portland	ME				1
Regulatory	Portland	ME	1	June	July	
Regulatory	Portland	ME	1	June	July	
Regulatory	Portland	ME	1		July	

Department	City	State	Col4	Start	End	Col7
Regulatory	Portland	ME	1	June	July	
IT	Portland	ME	1	June	July	
Corporate Communications	Portland	ME	1	June	July	
Legal	Portland	ME				1
Legal	Portland	ME	1	June	July	
Legal	Portland	ME	1	June	July	
Customer Service	Portland	ME	1	June	July	
Customer Service	Portland	ME	1	June	July	
Customer Service	Portland	ME	1	June	July	
Customer Service	Portland	ME	1	June	July	
Customer Service	Portland	ME	1	June	July	
Customer Service	Portland	ME	1	June	July	
Customer Service	Portland	ME	1	June	July	
Risk Management	Portland	ME	2	July	Aug	
Business Sales - Wish List - Approved	Portland	ME				1
Business Sales - Wish List - Approved	Portland	ME	1	June	July	
Business Sales - Wish List - Approved	Portland	ME	1	June	July	
Business Sales - Wish List - Approved	Portland	ME	2	July	Aug	
Business Sales - Wish List - Approved	Portland	ME	2	July	Aug	
Business Sales - Wish List - Approved	Portland	ME	2	July	Aug	
Business Sales	Portland	ME				1
Human Resources	Portland	ME	2	July	Aug	
Human Resources	Portland	ME	2	July	Aug	
Support Services	Portland	ME	2	July	Aug	
Support Services - Wish List - Approved	Portland	ME	1	June	July	
Support Services	Portland	ME	1	June	July	
Support Services	Portland	ME	2	July	Aug	
Support Services	Portland	ME	2	July	Aug	
Support Services	Portland	ME	2	July	Aug	
Support Services	Portland	ME	2	July	Aug	
Support Services	Portland	ME	1	June	July	
Engineering & Ops	Portland	ME	2	July	Aug	
Engineering & Ops	Portland	ME	2	July	Aug	
Engineering & Ops	Portland	ME	2	July	Aug	
Engineering & Ops - Backfill - Approved	Portland	ME	2	July	Aug	
Engineering & Ops - Backfill - Approved	Portland	ME	2	July	Aug	
Engineering & Ops	Portland	ME	2	July	Aug	
Engineering & Ops	Portland	ME	2	July	Aug	
Corporate Finance	Portland	ME	1	June	July	
Regulatory	Portland	ME	2	July	Aug	
IT	Portland	ME	2	July	Aug	
Corporate Communications	Portland	ME	2	July	Aug	
Legal	Portland	ME	2	July	Aug	
Customer Service	Portland	ME	2	July	Aug	
Customer Service	Portland	ME	2	July	Aug	
Business Sales - Wish List - Approved	Portland	ME	3	Aug	Sept	
Business Sales - Wish List - Approved	Portland	ME	3	Aug	Sept	

Corporate Finance	Portland	ME	3	Aug	Sept	
Corporate Finance	Portland	ME	3	Aug	Sept	
Corporate Finance	Portland	ME	3	Aug	Sept	
Corporate Finance	Portland	ME	3	Aug	Sept	
Corporate Finance	Portland	ME	3	Aug	Sept	
Corporate Finance	Portland	ME	3	Aug	Sept	
Regulatory	Portland	ME	1	June	July	
Regulatory	Portland	ME	3	Aug	Sept	
IT	Portland	ME	3	Aug	Sept	
Human Resources	Portland	ME	4	Sept	Oct	
Corporate Finance	Portland	ME	4	Sept	Oct	
Support Services	Portland	ME	Hold for LR			
Support Services - Wish List - Approved	Portland	ME	Hold for LR			
Support Services - Wish List - Approved	Portland	ME	Hold for LR			
Support Services - Wish List - Approved	Portland	ME	Hold for LR			
Support Services - Wish List - Approved	Portland	ME	Hold for LR			
Support Services - Wish List - Approved	Portland	ME	Hold for LR			
Operations - Mead - Backfill - Approved	Concord	NH	1	June	July	
Marketing	Manchester	NH				1
Business Sales - Wish List - Approved	Manchester	NH	1	June	July	
Business Sales - Wish List - Approved	Manchester	NH	1	June	July	
Business Sales	Manchester	NH	1	June	July	
Human Resources	Manchester	NH	1	June	July	
Operations - Smee - Backfill - Approved	Manchester	NH	1	June	July	
Operations - Smee - Backfill - Approved	Manchester	NH	1	June	July	
Operations - Smee - Backfill - Approved	Manchester	NH	1	June	July	
Operations - Smee - Backfill - Approved	Manchester	NH	1	June	July	
Operations - Smee - Backfill - Approved	Manchester	NH	1	June	July	
Operations - Smee - Backfill - Approved	Manchester	NH	1	June	July	
Operations - Mead - Backfill - Approved	Manchester	NH				
Operations - Mead - Backfill - Approved	Manchester	NH	1	June	July	
Corporate Finance	Manchester	NH	1	June	July	
Corporate Finance	Manchester	NH	1	June	July	
Corporate Finance	Manchester	NH	1	June	July	
Corporate Finance	Manchester	NH				1
Corporate Finance	Manchester	NH	1	June	July	
Corporate Finance	Manchester	NH	1	June	July	
Corporate Finance	Manchester	NH	1	June	July	
Corporate Finance	Manchester	NH	1	June	July	
Corporate Finance	Manchester	NH	1	June	July	
Corporate Finance	Manchester	NH	1	June	July	
Corporate Finance	Manchester	NH	1	June	July	
Corporate Finance	Manchester	NH	1	June	July	
Corporate Finance	Manchester	NH	1	June	July	
Corporate Finance	Manchester	NH				1

Corporate Finance	Manchester	NH	1	June	July	
Corporate Finance	Manchester	NH	1	June	July	
Corporate Finance	Manchester	NH	1	June	July	
Corporate Finance	Manchester	NH	1	June	July	
IT	Manchester	NH	1	June	July	
IT	Manchester	NH	1	June	July	
IT	Manchester	NH	1	June	July	
IT	Manchester	NH	1	June	July	
IT	Manchester	NH	1	June	July	
IT	Manchester	NH	1	June	July	
IT	Manchester	NH	1	June	July	
IT	Manchester	NH	1	June	July	
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IT	Manchester	NH	1	June	July	
IT	Manchester	NH	1	June	July	
IT	Manchester	NH	1	June	July	
IT	Manchester	NH	1	June	July	
IT	Manchester	NH	1	June	July	
Customer Service	Manchester	NH	1	June	July	
Support Services - Wish List - Approved	Littleton	NH	2	July	Aug	
Support Services - Wish List - Approved	Littleton	NH	2	July	Aug	
Support Services - Wish List - Approved	Littleton	NH	2	July	Aug	
Support Services - Wish List - Approved	Littleton	NH	2	July	Aug	

Support Services - Wish List - Approved	Littleton	NH	2	July	Aug	
Support Services - Wish List - Approved	Littleton	NH	2	July	Aug	
Support Services - Wish List - Approved	Littleton	NH	2	July	Aug	
Business Sales - Wish List - Approved	Manchester	NH	2	July	Aug	
Operations - Austin	Manchester	NH	2	July	Aug	
Corporate Finance	Manchester	NH	2	July	Aug	
Corporate Finance	Manchester	NH	2	July	Aug	
Corporate Finance	Manchester	NH	2	July	Aug	
Corporate Finance	Manchester	NH	2	July	Aug	
Corporate Finance	Manchester	NH	2	July	Aug	
Corporate Finance	Manchester	NH	2	July	Aug	
IT	Manchester	NH	2	July	Aug	
IT	Manchester	NH	2	July	Aug	
IT	Manchester	NH	2	July	Aug	
IT	Manchester	NH	2	July	Aug	
IT	Manchester	NH	2	July	Aug	
IT	Manchester	NH	2	July	Aug	
IT	Manchester	NH	2	July	Aug	
IT	Manchester	NH	2	July	Aug	
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IT	Manchester	NH	2	July	Aug	
IT	Manchester	NH	2	July	Aug	
IT	Manchester	NH	2	July	Aug	
IT	Manchester	NH	2	July	Aug	
IT	Manchester	NH	2	July	Aug	
IT	Manchester	NH	2	July	Aug	
IT	Manchester	NH	2	July	Aug	
Corporate Finance	Manchester	NH	3	Aug	Sept	
Corporate Finance	Manchester	NH	3	Aug	Sept	
Corporate Finance	Manchester	NH	3	Aug	Sept	
Corporate Finance	Manchester	NH	3	Aug	Sept	
Corporate Finance	Manchester	NH	3	Aug	Sept	
IT	Manchester	NH	3	Aug	Sept	
IT	Manchester	NH	3	Aug	Sept	
IT	Manchester	NH	3	Aug	Sept	
IT	Manchester	NH	3	Aug	Sept	
IT	Manchester	NH	3	Aug	Sept	
IT	Manchester	NH	3	Aug	Sept	
IT	Manchester	NH	3	Aug	Sept	
IT	Manchester	NH	3	Aug	Sept	
IT	Manchester	NH	3	Aug	Sept	
IT	Manchester	NH	3	Aug	Sept	

Department	City	State	#	From	To	Count
IT	Manchester	NH	3	Aug	Sept	
IT	Manchester	NH	3	Aug	Sept	
IT	Manchester	NH	3	Aug	Sept	
IT	Manchester	NH	3	Aug	Sept	
Corporate Finance	Manchester	NH	4	Sept	Oct	
Corporate Finance	Manchester	NH	4	Sept	Oct	
IT	Manchester	NH	4	Sept	Oct	
IT	Manchester	NH	4	Sept	Oct	
IT	Manchester	NH	4	Sept	Oct	
Business Sales - Wish List - Approved	Burlington	VT	1	June	July	
Operations - Austin	Burlington	VT				1
Regional Center Ops	Burlington	VT	1	June	July	
DSL	Burlington	VT	1	June	July	
DSL	Burlington	VT	1	June	July	
Customer Service	Burlington	VT	1	June	July	
Customer Service	Burlington	VT	1	June	July	
Customer Service	Burlington	VT	1	June	July	
Treasury	Burlington	VT	1	June	July	
Treasury	Burlington	VT	1	June	July	
Treasury	Burlington	VT	1	June	July	
Operations - Austin	White River	VT				1
Operations - Mead - Backfill - Approved	White River	VT	1	June	July	
Business Sales	Burlington	VT	2	July	Aug	
Business Sales - Wish List - Approved	Burlington	VT	2	July	Aug	
Business Sales - Wish List - Approved	Burlington	VT				1
Human Resources	Burlington	VT	2	July	Aug	
Human Resources	Burlington	VT	1	June	July	
Human Resources	Burlington	VT	1	June	July	
Human Resources	Burlington	VT	1	June	July	
DSL	Burlington	VT	2	July	Aug	
Customer Service	Burlington	VT	2	July	Aug	
Customer Service	Burlington	VT	2	July	Aug	
Treasury	Burlington	VT	2	July	Aug	
Business Sales - Wish List - Approved	Burlington	VT	3	Aug	Sept	
Human Resources	Burlington	VT	4	Sept	Oct	
						21
63	113		176	June	July	
0	70		70	July	Aug	
0	30		30	Aug	Sept	
0	8		8	Sept	Oct	
63	221		284			

Risk Management	Charlotte	NC	2	July	Aug	
Corporate Finance	Charlotte	NC	1	June	July	
Legal	Charlotte	NC	1	June	July	
Legal	Charlotte	NC	1	June	July	

Key Positions	FTE	Oracle Dept Desc	Job Title	Manager	Assoc / Non Assoc
	2	Customer Operations	Service Reps Collocation	Murtha	Associate
	5	Customer Operations	Service Reps	Corthell	Associate
	4	Customer Operations	Service Reps LSR	Petersen	Associate
	4	Customer Operations	Service Reps LSR	Open	Associate
	8	FIN - Financial Accounting - Accounts Payable	Accountant - Payroll	Bilodeau	Associate
	51	CSB - Consumer Sales and Service	Service Reps (Live Source)	Garland	Associate
	1	CSB - OS & DA	Service Asst Aide - Portland	Open	Associate
	1	CSB - Consumer Sales and Service	Admistrative Assistant	Open	Associate
	1	CSB - OS & DA	Service Asst-Burlington	Open	Associate
	1	CSB - OS & DA	Service Asst - Dover	Open	Associate
	25	Customer Service	Customer Service Reps (Temps through 12/31/08)	Rush	Associate
	1	Network Engineering	Code Administration Coordinator	Truxell	Associate
	1	Network Engineering	AIM Staff	Truxell	Associate
	3	Operations Bullpen	Drafter	Weatherwax	Associate
	1	IST - Facilities	Building Attendant	Hagan	Associate
	4	DCO - Desktop	Desktop	Coale	Associate
	7	IST - Facilities	Building Equipment Mechanics	Hagan	Associate
	2	IST - Internal Telecom	Splice Service Technicians	Pakasinski	Associate
	1	Operations Bullpen	Administrative Assistant	Austin	Associate
	1	Operations Bullpen	Administrative Assistant	Austin	Associate
	2	Operations Bullpen	Administrative Assistant	Austin	Associate
	4	Operations Bullpen	Central Office Technician - New Proact(Holt Ave Ctr)	Mead	Associate
	6	Operations Bullpen	Adminstrative Assistant - New Proact(Holt Ave Ctr)	Mead	Associate
	1	Operations Bullpen	TT - Radio/TV	Mead	Associate
	1	Operations Bullpen	Splice Service Technician - VPS	Mead	Associate
	4	Operations Bullpen	Splice Service Technician - SS	Mead	Associate
	5	Operations Bullpen	Adminstrative Assistant	Smee	Associate
	1	Operations Bullpen	Administrative Assistant	Austin	Associate
	40	Operations Bullpen	Central Office Technician	Smee	Associate
	3	Operations Bullpen	Splice Service Technician	Mead	Associate
	3	Operations Bullpen	Splice Service Technician	Mead	Associate
	3	Operations Bullpen	Splice Service Technician	Mead	Associate
	3	Operations Bullpen	Splice Service Technician	Mead	Associate
	2	Operations Bullpen	Splice Service Technician	Mead	Associate
	2	Operations Bullpen	Splice Service Technician	Mead	Associate
	3	Operations Bullpen	Splice Service Technician	Mead	Associate
	2	Operations Bullpen	Splice Service Technician	Mead	Associate
	2	Operations Bullpen	Splice Service Technician	Mead	Associate
	4	Operations Bullpen	Splice Service Technician	Mead	Associate
	1	Operations Bullpen	Splice Service Technician	Mead	Associate
	2	Operations Bullpen	Splice Service Technician	Mead	Associate
	1	Operations Bullpen	Outside Plant Technician	Mead	Associate
	4	Operations Bullpen	Outside Plant Technician	Mead	Associate
	1	Operations Bullpen	Outside Plant Technician	Mead	Associate

	1	Operations Bullpen	Outside Plant Technician	Mead	Associate
	1	Operations Bullpen	Outside Plant Technician	Mead	Associate
	1	Operations Bullpen	Outside Plant Technician	Mead	Associate
	2	Operations Bullpen	Outside Plant Technician	Mead	Associate
	2	Operations Bullpen	Outside Plant Technician	Mead	Associate
	2	Operations Bullpen	Outside Plant Technician	Mead	Associate
	2	Operations Bullpen	Outside Plant Technician	Mead	Associate
	2	Operations Bullpen	Outside Plant Technician	Mead	Associate
	3	Operations Bullpen	Outside Plant Technician	Mead	Associate
	3	Operations Bullpen	Outside Plant Technician	Mead	Associate
	5	Operations Bullpen	Outside Plant Technician	Mead	Associate
	6	Operations Bullpen	Splice Service Technician	Mead	Associate
	5	Operations Bullpen	Splice Service Technician	Mead	Associate
	3	Operations Bullpen	Splice Service Technician	Mead	Associate
	3	Operations Bullpen	Splice Service Technician	Mead	Associate
	3	Operations Bullpen	Splice Service Technician	Mead	Associate
	4	Operations Bullpen	Splice Service Technician	Mead	Associate
	2	Operations Bullpen	Splice Service Technician	Mead	Associate
🟥	15	Operations Bullpen	Toll Assigners	Lamarre	Associate
	5	Operations Bullpen	Administrative Assistants - License Admin Group	Lamarre	Associate
	7	Operations Bullpen	SME Tech Support	Romano	Associate
🟥	10	Operations Bullpen	Central Office Technician	Romano	Associate
	2	Collections	Bankruptcy Reps	Griffin	Associate
	4	Collections	Credit Reps	Griffin	Associate
	2	Collections	Outside Coll Agency Reps	Griffin	Associate
	26	Collections	Residential Reps	Griffin	Associate
	13	Cash Management	Business Reps	Griffin	Associate
	6	Collections	Specialists Billing Disputes	Ricket	Associate
TOTAL	364				
TOTAL JUNE	87				
BALANCE	277				

File Name	City	State	Priority	Post In	Hire In
Business Sales	Portland	ME	1	June	July
Business Sales	Portland	ME	1	June	July
Business Sales	Portland	ME	1	June	July
Business Sales	Portland	ME	1	June	July
Corporate Finance	Bangor	ME	1	June	July
Customer Service	Bangor	ME	1	May	June
Customer Service	Portland	ME	1	June	July
Customer Service	Mancheste	NH	1	June	July
Customer Service	Burlington	VT	1	June	July
Customer Service	Other		1	June	July
Customer Service	Portland	ME	1	May	June
Engineering & Ops	Portland	ME	1	June	July
Engineering & Ops	Portland	ME	1	June	July
Engineering & Ops	Portland	ME	1	June	July
IT	Bangor	ME	1	June	July
IT	Mancheste	NH	1	June	July
IT	Mancheste	NH	1	June	July
IT	Mancheste	NH	1	June	July
Operations	Burlington	VT	1	June	July
Operations	Mancheste	NH	1	June	July
Operations	Bangor	ME	1	June	July
Operations	Mancheste	NH	1	June	July
Operations	Mancheste	NH	1	June	July
Operations	Mancheste	NH	1	June	July
Operations	Mancheste	NH	1	June	July
Operations	Merrimack	NH	1	June	July
Operations	White Rive	VT	1	June	July
Operations	Burlington	VT	1	June	July
Operations	Mancheste	NH	1	June	July
Reg Field Ops	Windham	NH	1	June	July
Reg Field Ops	Merrimack	NH	1	June	July
Reg Field Ops	Keene	NH	1	June	July
Reg Field Ops	Belmont	NH	1	June	July
Reg Field Ops	Greenland	ME	1	June	July
Reg Field Ops	Dummersto	VT	1	June	July
Reg Field Ops	Middlesex	VT	1	June	July
Reg Field Ops	St Johnsbu	VT	1	June	July
Reg Field Ops	White Rive	VT	1	June	July
Reg Field Ops	Milton	NH	1	June	July
Reg Field Ops	Derby	VT	1	June	July
Reg Field Ops	Rutland	VT	1	June	July
Reg Field Ops - Pole	Augusta	ME	1	June	July
Reg Field Ops - Pole	Middlesex	VT	1	June	July
Reg Field Ops - Pole	Somerswo	NH	1	June	July

Reg Field Ops - Pole	Waterville	ME	1	June	July
Reg Field Ops - Pole	Calais	VT	1	June	July
Reg Field Ops - Pole	Presque is	ME	1	June	July
Reg Field Ops - Pole	Windham	NH	1	June	July
Reg Field Ops - Pole	Belmont	NH	1	June	July
Reg Field Ops - Pole	Milton	NH	1	June	July
Reg Field Ops - Pole	Derby	VT	1	June	July
Reg Field Ops - Pole	Rutland	VT	1	June	July
Reg Field Ops - Pole	Dummersto	VT	1	June	July
Reg Field Ops - Pole	White Rive	VT	1	June	July
Reg Field Ops - Pole	Somerswo	NH	1	June	July
Reg Field Ops - Service	Portland	ME	1	June	July
Reg Field Ops - Service	Kennebunl	ME	1	June	July
Reg Field Ops - Service	Lewiston	ME	1	June	July
Reg Field Ops - Service	Augusta	ME	1	June	July
Reg Field Ops - Service	Waterville	ME	1	June	July
Reg Field Ops - Service	Mancheste	NH	1	June	July
Reg Field Ops - Service	Concord	NH	1	June	July
Regional Center Ops	Burlington	VT	1	June	July
Regional Center Ops	Burlington	VT	1	June	July
Regional Center Ops	Mancheste	NH	1	June	July
Regional Center Ops	Mancheste	NH	1	June	July
Treasury	Burlington	VT	1	June	July
Treasury	Burlington	VT	1	June	July
Treasury	Burlington	VT	1	June	July
Treasury	Burlington	VT	1	June	July
Treasury	Littleton	NH	1	June	July
Treasury	Littleton	NH	1	June	July