

Consolidated Communications
Synergy Plan - New Hampshire Summary
9/29/17

REDACTED

	Prior & Self Select Actual	At close RIF Actual	Q1 Jul-Sep '17 Estimate	Q2 Oct-Dec '17 Estimate	Q3 Jan-Mar '18 Estimate	Q4 Apr-Jun '18 Estimate	Q5 Jul-Sep '18 Estimate	Q6 Oct-Dec '18 Estimate	Q7 Jan-Mar '19 Estimate	Q8 Apr-Jun '19 Estimate	Total
New Hampshire											
Mgmt HC	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]
Associates HC (Self Select)		-	-	-	-	-	-	-	-	-	-
	Prior & Self Select Actual	At close RIF Actual	Q1 Jul-Sep '17 Estimate	Q2 Oct-Dec '17 Estimate	Q3 Jan-Mar '18 Estimate	Q4 Apr-Jun '18 Estimate	Q5 Jul-Sep '18 Estimate	Q6 Oct-Dec '18 Estimate	Q7 Jan-Mar '19 Estimate	Q8 Apr-Jun '19 Estimate	Total
Total Company											
Mgmt HC	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED] 0	\$ [REDACTED]	\$ [REDACTED]
Associates HC (Self Select)		-	-	-	-	-	-	-	-	-	-
Associates RIF	-	-	-	-	-	-	-	-	-	-	-
Non-Headcount	-	-	-	-	-	-	-	-	-	-	-
Total	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED] 4	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]

Notes:

- Mgmt HC total reductions are split as follows: Consolidated - [REDACTED]% and FairPoint [REDACTED]%
- Charlotte HQ portion of the at close Mgmt RIF is [REDACTED]%
- The associate HC dollars above do not include any of the 110 employees released announced by FairPoint in November 2016.
- Specific Associate HC RIF employee/locations/timing have not yet been identified.
- Associate HC (Self Select) employees taking retirement package are post merger announcement but prior to close.
- NG911 staffing not impacted.
- Wholesale key staff not impacted.
- No major customer impacting conversions (BSS/OSS) expected in the first two year and not included in synergy estimates.

REDACTED

[illegible][illegible]

Consolidated Communications
Bargained For and Other Non-Management Associates - Self Select & Prior
9/29/17

REDACTED

			OPEB Stipend												
	Prior	Close	Q1	Q2	Q3	Q4	Apr	Q5	Q6	Oct	Q7	Q8	Apr		
Dollars	<u>Actual</u>	<u>Actual</u>	<u>Jul-Sep '17</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Total</u>	
New Hampshire	\$ [REDACTED]	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ [REDACTED]	
All Others Or Unidentified	[REDACTED]	-	[REDACTED]	-	-	-	-	-	-	-	-	-	-	[REDACTED]	
Total	\$ [REDACTED]	\$ -	\$ [REDACTED]	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ [REDACTED]	

			Q1	Q2	Q3	Q4	Apr	Q5	Q6	Oct	Q7	Q8	Apr		
Headcount	<u>Prior</u>	<u>Close</u>	<u>Jul-Sep '17</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Estimate</u>	<u>Total</u>	
New Hampshire	-	-	-	-	-	-	-	-	-	-	-	-	-	[REDACTED]	
All Others Or Unidentified	-	-	-	-	-	-	-	-	-	-	-	-	-	[REDACTED]	
Total	[REDACTED]	-	[REDACTED]	-	-	-	-	-	-	-	-	-	-	[REDACTED]	

Note:

- Associate HC (Self Select) employees taking retirement package are post merger announcement but prior to close.

Consolidated Communications
Bargained For and Other Non-Management Associates - RIF
9/29/17

REDACTED

	Prior	Close	Q1	Q2	Q3	Q4	Apr.	Q5	Q6	Oct-	Q7	Q8	Apr.	
	<u>Actual</u>	<u>Actual</u>	<u>Jul-Sep '17</u>	<u>Oct-Dec '17</u>	<u>Jan-Mar '18</u>	<u>Jun '18</u>	<u>Jul-Sep '18</u>	<u>Jul-Sep '18</u>	<u>Dec '18</u>	<u>Jan-Mar '19</u>	<u>Jan-Mar '19</u>	<u>Jun '19</u>	<u>Jun '19</u>	<u>Total</u>
Automotive Mechanic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]
NOC	-	-	-	-	-	-	-	-	[REDACTED]	-	-	-	-	[REDACTED]
Service Rep	-	-	-	-	-	-	-	-	[REDACTED]	-	-	-	-	[REDACTED]
Representative CS&S	-	-	-	-	-	-	-	-	[REDACTED]	-	-	[REDACTED]	-	[REDACTED]
CO Tech	-	-	-	-	-	-	-	-	[REDACTED]	-	-	-	-	[REDACTED]
Splice/Outside Tech	-	-	-	-	-	-	-	-	[REDACTED]	-	-	-	-	[REDACTED]
Outsource OS/DA	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]

	Prior	Close	Q1	Q2	Q3	Q4	Apr.	Q5	Q6	Oct-	Q7	Q8	Apr.	
	<u>Actual</u>	<u>Actual</u>	<u>Jul-Sep '17</u>	<u>Oct-Dec '17</u>	<u>Jan-Mar '18</u>	<u>Jun '18</u>	<u>Jul-Sep '18</u>	<u>Jul-Sep '18</u>	<u>Dec '18</u>	<u>Jan-Mar '19</u>	<u>Jan-Mar '19</u>	<u>Jun '19</u>	<u>Jun '19</u>	<u>Total</u>
Automotive Mechanic	-	-	-	-	-	-	-	-	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
NOC	-	-	-	-	-	-	-	-	[REDACTED]	-	-	-	-	[REDACTED]
Service Rep	-	-	-	-	-	-	-	-	[REDACTED]	-	-	-	-	[REDACTED]
Representative CS&S	-	-	-	-	-	-	-	-	[REDACTED]	-	-	[REDACTED]	-	[REDACTED]
CO Tech	-	-	-	-	-	-	-	-	[REDACTED]	-	-	-	-	[REDACTED]
Splice/Outside Tech	-	-	-	-	-	-	-	-	[REDACTED]	-	-	-	-	[REDACTED]
Outsource OS/DA	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Note: Specific employee/locations have not yet been identified.

	Prior <u>Actual</u>	Close <u>Actual</u>	Q1 Jul-Sep '17 <u>Estimate</u>	Q2 Oct-Dec '17 <u>Estimate</u>	Q3 Jan-Mar '18 <u>Estimate</u>	Q4 Apr-Jun '18 <u>Estimate</u>	Q5 Jul-Sep '18 <u>Estimate</u>	Q6 Dec '18 <u>Estimate</u>	Oct- <u>Estimate</u>	Q7 Jan-Mar '19 <u>Estimate</u>	Q8 Apr-Jun '19 <u>Estimate</u>	Total
Board of Director fees, net	-	\$ [REDACTED]	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ [REDACTED]
Legal	-	[REDACTED]	-	-	-	-	-	-	-	-	-	[REDACTED]
Insurance Premiums	-	-	[REDACTED]	[REDACTED]	-	-	-	-	-	-	-	[REDACTED]
Property & Income Tax Fees	-	-	-	-	-	-	[REDACTED]	-	-	-	-	[REDACTED]
Cost Separations	-	-	-	-	-	-	-	[REDACTED]	-	-	[REDACTED]	[REDACTED]
MarCom Contractors	-	-	[REDACTED]	[REDACTED]	[REDACTED]	-	-	-	-	-	-	[REDACTED]
Agency Costs	-	-	-	[REDACTED]	-	-	-	-	-	-	-	[REDACTED]
Daymark	-	-	[REDACTED]	-	-	-	-	-	-	-	-	[REDACTED]
Optiv	-	-	[REDACTED]	-	-	-	-	-	-	-	-	[REDACTED]
Zampbell Janitorial	-	-	[REDACTED]	-	-	-	-	-	-	-	-	[REDACTED]
Bloomquist (multiple)	-	-	-	[REDACTED]	-	[REDACTED]	-	-	-	-	-	[REDACTED]
Accenture Contract Savings	-	-	-	[REDACTED]	-	[REDACTED]	-	-	-	-	-	[REDACTED]
Infrastructure Costs (recurring)	-	-	-	-	[REDACTED]	-	-	-	-	[REDACTED]	-	[REDACTED]
Charlotte Headquarters lease	-	-	-	-	[REDACTED]	-	-	-	-	-	-	[REDACTED]
Volume Discounts	-	-	-	-	[REDACTED]	[REDACTED]	[REDACTED]	-	-	-	-	[REDACTED]
Lawson Business Case	-	-	-	-	-	[REDACTED]	-	-	-	-	-	[REDACTED]
MACC (TG properties) to Prism	-	-	-	-	[REDACTED]	-	-	-	-	-	[REDACTED]	[REDACTED]
Oracle to PSFT License savings	-	-	-	[REDACTED]	[REDACTED]	-	-	-	-	-	-	[REDACTED]
Cisco maintenance cost reductions	-	-	-	[REDACTED]	-	-	-	-	-	-	-	[REDACTED]
Other maintenance cost reductions	-	-	-	[REDACTED]	-	[REDACTED]	-	-	-	-	-	[REDACTED]
SS7 signaling cost reductions	-	-	-	-	-	[REDACTED]	-	-	-	-	-	[REDACTED]
ISP Uplink Cost reductions	-	-	-	-	-	[REDACTED]	-	-	-	-	-	[REDACTED]
Capex bulk savings	-	-	-	-	-	[REDACTED]	-	-	[REDACTED]	-	-	[REDACTED]
Various building consolidations	-	-	-	-	-	-	-	[REDACTED]	-	-	[REDACTED]	[REDACTED]
Other - TBD	-	-	-	-	-	-	-	-	-	-	[REDACTED]	[REDACTED]
	\$ -	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]	\$ [REDACTED]

Notes:

- MACC to Prism is the systems conversion for the TG entities. The TG entities in Northern New England are a small subset of the total.