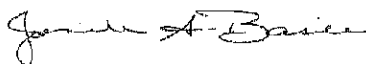


Memorandum of Agreement
Between
Embarq Florida, Inc.
Ocala and Winter Garden Districts
d/b/a CenturyLink
And
Communications Workers of America
Local 3176

CenturyLink Union 401(k) Plan Auto-Enroll

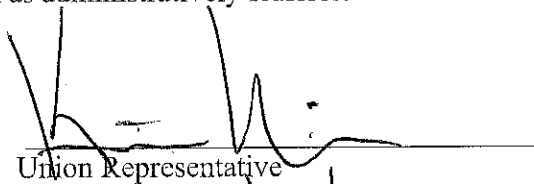
The parties agree to the following language and agree that it will be added to the existing Agreement as part of the CenturyLink Union 401(k) Savings Plan section upon the signing of this MOA:

Employees hired or re-hired into the bargaining unit on or after Date TBD, shall automatically be enrolled in the CenturyLink Union 401(k) Plan in accordance with the terms of the CenturyLink Union 401(k) Plan and its administrative procedures. Employees shall have the option of opting out of the automatic contributions or modifying their contribution level in accordance with terms of the CenturyLink Union 401(k) Plan and its administration procedures. Automatic enrollment will be implemented as soon as administratively feasible.



Labor Negotiator

10/30/20



Union Representative

Date

11/5/2020