

Mid-Atlantic and Potomac: Advance Communication

The following communication will be delivered to Mid-Atlantic and Potomac Associates on Thursday, May 6.

TO: Mid-Atlantic and Potomac Associates (excluding West Virginia)
FROM: Corporate Human Resources
SUBJECT: Additional Information about One-Time Enhanced Voluntary Separation Incentive Offer

Supervisors - please distribute to Associates without e-mail access

Next week, eligible Associates will receive detailed information about the One-Time Enhanced Voluntary Separation Incentive Offer that was announced in April. The information will be mailed to homes during the week of May 14, 2010. Separately, eligible Associates will also receive personalized summaries of financial benefits available to those who volunteer and who are accepted to leave under the terms of the Offer.

The volunteer period for Mid-Atlantic and Potomac area Associates is from Tuesday, May 18 through Wednesday, June 16, 2010.

To volunteer, Associates must complete and sign the Volunteer Form included in the package and fax it to the number indicated no later than 11:59 p.m. EDT on June 16, 2010.

The Your Benefits Resources web site will be updated to provide on-line pension estimates that include the provisions of the Offer beginning Friday, May 7th, and as of that date the Verizon Benefits Center will have the information needed to answer questions about the pension enhancements and separation benefits.

How to request an online pension estimate:

- Beginning Friday, May 7th you can go to the Your Benefits Resources web site (through About You or www.verizon.com/benefits) and select the "Pension" tab, then "Estimate Your Benefit."
- Scroll down the page to the section titled "Projection Assumptions" and for "Last Day of Employment" click on "Other Date" and enter "07-03-2010".
- For "Date You Begin Receiving Benefits" click on "Other Date" and enter "07-04-2010" or the 1st day of any month August – December. 2010.
- Scroll to the bottom of the page and click on "Redisplay Projection".

Most Associates can quickly view their estimate by following these steps, and the estimate can be printed by scrolling back to the top of the estimate page and clicking on the printer icon. Because of the complexity of certain pension calculations, some Associates will not be

able to obtain an online pension estimate and will be directed to call the Verizon Benefits Center.