

SUPPLEMENTARY MEMORANDUM OF AGREEMENT

Between the

**Communications Energy and Paperworkers Union of
Canada, Locals 401, 410, 506 and 2289**

Members of the

CEP Atlantic Communications Council (Council)

and

**Bell Aliant Regional Communications,
Limited Partnership (Company)**

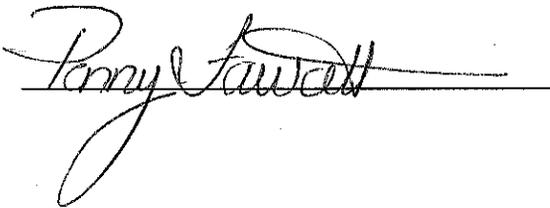
Whereas the Parties wish to clarify a provision of an MOA signed between them on January 18, 2013 with respect to New CSRS (the "MOA"), to allow Temporary Employees working as CSRs before January 21, 2013 to be rehired as New CSRs under that MOA;

Therefore the Parties agree as follows:

1. For the purposes of section 3 of the MOA, "employee" refers to Regular Employee. If a Temporary Employee working as a CSR before January 21, 2013 is awarded a CSR role subsequent to that date, the MOA will apply to that employee.

Signed at LUNenburg, NS on January 23, 2013.

For the Council



For Bell Aliant Regional Communications,
Limited Partnership, and its general
partner Bell Aliant Regional
Communications, Inc.



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