

Verizon One-Time Enhanced Voluntary Separation Incentive Offer FACT SHEET

New Features of this One-Time Enhanced Voluntary Separation Incentive Offer

- ✓ **One-Time Bonus of \$50,000** – This includes the standard voluntary termination bonus of \$10,000, plus an additional lump sum amount of \$40,000, less taxes and withholdings.
- ✓ **Accelerated Pension Band Increase** – The 3.75% pension band increase that was scheduled to take effect October 1, 2010 will instead be effective on your first off-payroll date, subject to normal plan vesting rules.
- ✓ **Guaranteed Interest Rate for Pension Lump Sum Conversions** – When you decide to take a pension distribution, the interest rate in effect at that time for a lump sum conversion will be compared to the interest rate that was effective in March 2010, and you will receive whichever rate is better.
- ✓ **Waiver of Age-Based Pension Reductions for Early Commencement** – If you are a Service Pension eligible employee, but under age 55 with less than 30 years of service, any early retirement reductions will be eliminated. These reductions can equate to 6% a year, up to a maximum of 30%.
- ✓ **Increased Cap on EIPP Payments from 30 to 40 years** – This specifically benefits employees who currently have at least 31 years of service. It increases the maximum payout in most areas from approximately \$66,000 to \$88,000.

The Company does not intend to offer these special enhancements again, so it is extremely important that you take the time to thoroughly review the enclosed materials and consider volunteering for this generous One-Time Offer - there is no expectation that this same offer will be made in the future.

Benefits Provided under the Program

- See enclosed Computation Sheet for the amount you will receive upon your separation - a **\$40,000 bonus** in addition to the standard EIPP provisions and a \$10,000 termination bonus.
- EIPP Expense Allowance reimbursement of \$750 for each year of net credited service (prorated for any partial year of service), up to a maximum of \$3,750. Under this allowance, Verizon will reimburse you for actual expenses incurred for relocation costs, tuition or training costs, or job placement expenses related to seeking other employment, or any combination of these. Such expenses must be incurred within one year of your termination date, except tuition or training costs, which will be reimbursed if they are incurred within two years of your termination date.

Impact on Health Care Benefits

Benefits	Retirement Eligible	Not Retirement Eligible
Medical	<ul style="list-style-type: none"> • Retiree medical coverage for you and your eligible dependents 	<ul style="list-style-type: none"> • Coverage for you and your eligible dependents at no cost for six months • Thereafter, coverage will be available under COBRA for 18 months
Dental	<ul style="list-style-type: none"> • Retiree dental coverage for you and your eligible dependents 	<ul style="list-style-type: none"> • Coverage for you and your eligible dependents available under COBRA for up to 18 months
Vision	<ul style="list-style-type: none"> • Coverage for you and your eligible dependents for up to 18 months under the Consolidated Omnibus Budget Reconciliation Act (COBRA) 	<ul style="list-style-type: none"> • Coverage for you and your eligible dependents available under COBRA for up to 18 months
Health Care Spending Account	<ul style="list-style-type: none"> • Opportunity to continue by making after-tax contributions through the remainder of the calendar year under COBRA 	<ul style="list-style-type: none"> • Opportunity to continue by making after-tax contributions through the remainder of the calendar year under COBRA

