

**NEWARK BARGAINING UNIT APPENDIX
WINDSTREAM PENSION PLAN
SUMMARY PLAN DESCRIPTION**

(January 1, 2026)

PARTICIPATION IN PRIOR RETIREMENT PLANS: NEWARK BARGAINING UNIT EMPLOYEES

This appendix to the Windstream Pension Plan summary plan description (National Bargaining version) ("SPD") applies to you if you were a bargaining unit employee and a participant in the Pension Plan of The Newark Telephone Company (the "Newark Plan") on September 30, 1980 and your Newark Plan benefit was transferred to the Windstream Pension Plan (formerly part of the Alltel Corporation Pension Plan) (the "Plan") effective as of October 1, 1980 (a "Newark Plan Participant").

Your benefit under the Plan will be the greater of the benefit provided under the Plan's regular formula or the benefit provided under certain minimum benefit provisions described in this Appendix.

Please note that the general provisions described in the SPD (*e.g.*, Optional Forms of Retirement Benefit Payments, Claims Procedure) are applicable to the minimum benefit provisions described in this Appendix.

NEWARK BARGAINING FORMULA MINIMUMS

Newark Normal Retirement Pension

If you are a Newark Plan Participant and are eligible for a Normal Retirement Pension under the Plan, your Normal Retirement Pension will be no less than under the following formula:

1% of your Ten-Year Average Monthly Compensation times your years of Benefit Service.

For purposes of this minimum formula, Ten-Year Average Monthly Compensation is 1/120th of your total wages for income tax withholding at the source, plus any salary deferrals to a 401(k) plan, for the ten complete consecutive calendar years of your employment that produce the highest average.

If you elect(ed) to opt-out of the Plan effective September 18, 2016 under the retirement choice program, your benefit is based on your Benefit Service and Ten-Year Average Monthly Compensation through September 17, 2016.

If you have 30 Vesting Years of Service, your Benefit Service and Ten-Year Average Monthly Compensation are determined on:

- January 1, 2018 if you are represented by the IBEW and had attained at least 30 Vesting Years of Service on January 1, 2018
- the day you attain 30 Vesting Years of Service if you are represented by the IBEW and attain 30 Vesting Years of Service after January 1, 2018
- July 7, 2018 if you are represented by the CWA and had attained at least 30 Vesting Years of Service on July 8, 2018, or
- the day you attain 30 Vesting Years of Service if you are represented by the CWA and attain 30 Vesting Years of Service after July 8, 2018.

If you have completed at least 10 Vesting Years of Service on your Normal Retirement Date, your Normal Retirement Pension will be no less than \$125 per month.

Newark Early Retirement Pension

If you are a Newark Plan Participant, are eligible for an Early Retirement Pension under the Plan, and have completed at least 30 Vesting Years of Service, your Early Retirement Pension will be no less than under the following formula:

1% of your Ten-Year Average Monthly Compensation times your years of Benefit Service.

For purposes of this minimum formula, Ten-Year Average Monthly Compensation is 1/120th of your total wages for income tax withholding at the source, plus any salary deferrals to a 401(k) plan for the ten complete consecutive calendar years of your employment that produce the highest average.

If you elect(ed) to opt-out of the Plan effective September 18, 2016 under the retirement choice program, your benefit is based on your Benefit Service and Ten-Year Average Monthly Compensation through September 17, 2016.

If you have 30 Vesting Years of Service, your Benefit Service and Ten-Year Average Monthly Compensation are determined on:

- January 1, 2018 if you are represented by the IBEW and had attained at least 30 Vesting Years of Service on January 1, 2018
- the day you attain 30 Vesting Years of Service if you are represented by the IBEW and attain 30 Vesting Years of Service after January 1, 2018
- July 7, 2018 if you are represented by the CWA and had attained at least 30 Vesting Years of Service on July 8, 2018, or
- the day you attain 30 Vesting Years of Service if you are represented by the CWA and attain 30 Vesting Years of Service after July 8, 2018.

Newark Deferred Vested Pension

If you are a Newark Plan Participant and have at least 10 Vesting Years of Service, your Deferred Vested Pension will be at least equal to your accrued benefit under the Newark Plan as of September 30, 1980.