

Windstream Communications  
50 Executive Parkway  
Hudson, OH 44236-1676

**Katherine J. Warn**  
Director, Labor Relations  
t: 330.650.7456

February 8, 2008



Mr. Jasper J. Gurganus  
Vice President  
CWA Telecommunications  
501 Third Street, NW  
Washington, DC 20001-2797

Re: 2007 Team Bonus

Dear Jimmy:

In the first quarter of 2007 Windstream outlined the Team Bonus goals of \$1.618 billion in operating cash flow and 218,000 broadband net adds. At the end of the fourth quarter we delivered a solid performance of \$1.591 billion or 98% of operating cash flow and 182,000 broadband or 83% of net adds. Unfortunately, we were not able to achieve the stretch goals for our business, which continues to shrink as customers have other communication alternatives.

Our employees help the Company to achieve our goals each year, but it is very difficult for us achieve the goals necessary to pay out the Team Bonus. When we do not reach those goals, there is disappointment and frustration. Therefore, we have decided not to offer the Team Bonus Plan going forward.

Windstream's challenge in 2008 remains the same and that is to do what we do best – stay focused on selling and servicing our three core products while aggressively managing expenses. We have an experienced, talented workforce and quality assets. Windstream is confident in our ability to continue to outperform the industry and to be well positioned as a Company.

If you have any questions or would like to discuss further, please let me know. I have copied all the CWA Representatives and Union Local Presidents (except for the Valor locations). Our Human Resource team will also be communicating with the local union representatives this morning.

Sincerely,

A handwritten signature in blue ink that reads "Katherine J. Warn".

Katherine J. Warn

cc: B. Beigie  
S. Bradley  
J. Gadberry  
D. Massery  
A. O'Neal  
G. Winfrey  
B. Bishop  
J. Anderson  
CWA Reps  
CWA Presidents