



Kenneth D. Fobbs
 Vice President -
 Human Resources

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 District 6 Staff
 11/28/05

November 21, 2005

Mr. Andy Milburn
 Vice President, CWA District 6
 The Terrace, Building One
 2600 Via Fortuna, Suite 260
 Austin, Texas 78746

RE: ESTABLISHMENT OF NEW TITLE – CYBER REPRESENTATIVE

Dear Mr. Milburn:

Pursuant to Ms. Voorheis' letter to me dated October 3, 2005, and Article III, Section 3, Mr. Edmondson and Mr. Franken have met and discussed the title on Friday, November 18, 2005. They agreed to two amendments to the wage schedule included in my letter to you dated September 21, 2005. One change is to the wage progression schedule itself and the other change is to include a New Business Conversion payment. The amended wage progression schedule is as follows:

CYBER REPRESENTATIVE

WAGE LENGTH OF SERVICE	SCHEDULE
MINIMUM	\$404.00
AFTER 6 MONTHS	423.50
“ 12 “	443.00
“ 18 “	462.50
“ 24 “	482.00
“ 30 “	501.50
“ 36 “	521.00
“ 42 “	540.50
“ 48 “	560.00
“ 54 “	580.00
“ 60 “	600.00

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 DISTRICT 6

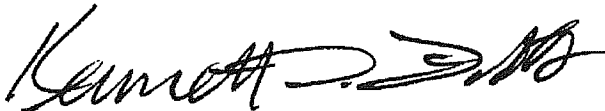
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The New Business Conversion payment will be administered in the same manner as it is with our Sales and Account Representative positions but with different parameters as follows:

Each new distinct customer that purchases an Internet product will qualify as a New Business Conversion. A new distinct customer is a customer with no revenue. A Representative will be paid at a rate of \$25 for each New Business Conversion.

Should you have any questions, please contact Mike Edmondson at (314) 242-8780.

Sincerely,

A handwritten signature in black ink, appearing to read "Kenneth D. Fobbs". The signature is stylized and cursive, with a large initial "K" and a long, sweeping underline.

Kenneth D. Fobbs
Vice President-Human Resources



Michael Edmondson
Director – Labor Relations

Southwestern Bell Yellow Pages
One SBC Center
Mezzanine – Suite 223
St. Louis, MO 63101

314.242.8780 Phone
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March 7, 2006

Mr. Mark Franken
CWA Representative
10733 Sunset Office Drive, Suite 201
Sunset Hills, Missouri 63127

Dear Mr. Franken:

This letter is to confirm our recent discussion regarding the types of accounts that Cyber Representatives will handle for the purpose of selling print advertising. As discussed, these accounts include closed no sales, non advertisers and cancellations, as well as reserve/deferred accounts.

Sincerely,

A handwritten signature in black ink, appearing to read "R.M. Edmondson". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.