



**FOR THE BULLETIN BOARD**  
Please Post Immediately!

PATRICIA A. CHRONIC, *President*  
KATHRYN L. SHEEHAN, *Vice President*  
MICHAEL C. TRAVALI, *Secretary-Treasurer*

February 20, 2008

**MEMORANDUM - No. 2**

**CWA Bargained 2007 Corporate Profit Sharing (CPS) Award**

**TO: All Members, Stewards, Chief Stewards**

The company has advised the Union that the Corporate Profit Sharing (CPS) award for the plan year 2007 is **\$777.00**. The base last year was \$500.00 [standard amount] times (x) 155.4% [goal] = **\$777.00**, or 77.7% of maximum of \$1000.00. As provided for in the contract, those full-time and part-time, regular, term and temporary employees who are on the payroll for at least 90 days in the plan year are eligible to receive a CPS Distribution. Proration for those with more than 90 days but less than 12 months of the plan year will be calculated by twelfths to correspond to the number of months of participation. For the purpose of proration a month will be taken into account if the employee is actively participating on the first day of the calendar month.

The award will be issued to all eligible employees on their regular paycheck, **Friday, March 7, 2008**. Please be aware that *all applicable Federal and State payroll taxes as well as Union dues will be deducted from this pay draft.*

- If you participate in the Verizon Savings and Security Plan (VSSP), this CPS distribution shall be treated as eligible benefit-bearing pay which may be contributed to the qualified Savings and Security Plan according to the same contribution percentage (if any) as is in effect for regular wages at the time the CPS distribution is paid (and the same terms and conditions for pre-tax and after-tax treatment, and for qualifying for applicable company matching contributions)".
- As an active employee participating in the savings plan at the time of the payment you *may elect* to defer your contribution of the entire CPS Award (less appropriate deductions and taxes) into your 401K savings. If you so *elect*, the award amount will be contributed to the Savings and Security Plan on a pre-tax basis and the first 6 percent will be treated as a basic contribution for purposes of a company match.

The following are the applicable federal and state taxes and Union dues that will be deducted from your CPS Award. *Note that there is a separate calculation for premium overtime and the adjustment should be specified separately on your paycheck that week.*

Federal withholding (based on your deductions)  
Social Security (0.062%)  
Medicare (0.0145%)  
NJ Withholding (based on your deductions)  
NJ UI/DI (0.00925%)  
Union dues (0.0141%)

**This is one of your Union-negotiated benefits. Congratulations! You worked hard for it!**

In Unity,

  
MICHAEL C. TRAVALI  
Secretary-Treasurer

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