



**Via E-mail**

**Q-155**

**August 2, 2021**

**TO:** All CWA Locals with Lumen/Legacy Qwest Members

**FROM:** Susie McAllister, Assistant to the Vice President  
Lisa Avila, Administrative Director to the Vice President

**SUBJECT:** Lumen Combined Pension Fund SMM July 2021

Attached is a Lumen Combined Pension Fund SMM dated July 2021, this document was shared with employees last week. The Legacy Qwest unit is known in the plan as “Qwest Pension Component.”

We have received many questions on item #2 that is specific to the CenturyLink Component.

This component of the plan covers various legacy agreements such as Legacy CenturyLink and Embarq.

2. CenturyLink Component: Compensation for Certain Union Participants: In response to collective bargaining agreement negotiations, the definition of “Compensation” under the CenturyLink Component of the Plan was amended to exclude compensation paid after June 30, 2022, to employees represented by CWA 3972/3974. CWA 4671, CWA 7818, CWA7906, IBEW 89, IBEW 768 and IBEW 1106.

These units have different pension plans than ours, some being frozen, and some may not have any at all.

CenturyLink/Lumen has been coming after our Legacy Qwest pension plan for years and we have been able to hold on to it. There are two very different defined benefit plans depending on whether you were hired prior to January 1, 2009, or after, but they remain intact until at least 2023 bargaining.

They cannot change our pension benefit without negotiating. They can put whatever name they want on it, but the negotiated payout remains the same.

We are planning now to build up our mobilization network for 2023 bargaining to be prepared to fight.

If there are any changes to the Pension Plan it will not be retroactive, participants will have plenty of notice of any changes in order to make future retirement decisions.

SAM/LA:lr opeiu30/afl-cio

Attachment

C: CWA District 7 Staff and Clerical

**Important Benefits Notice**  
**Regarding the**  
**Lumen Combined Pension Plan**  
**Distributed July 2021**

The following material changes have been made to the CenturyLink Combined Pension Plan (the “Plan”). These amendments apply to all participants and is effective as of the dates noted.

1. **Rebranding:** As you may know, the Lumen brand was launched on September 14, 2020. As a result, “CenturyLink, Inc.” now is referred to as Lumen Technologies or simply Lumen. The legal name CenturyLink, Inc. also has been formally changed to Lumen Technologies, Inc. As a result, effective November 12, 2020, the Plan was amended to reflect the corporate name change and to change all references from CenturyLink to Lumen where appropriate as explained below:
  - The CenturyLink Combined Pension Plan has been renamed and now is known as the Lumen Combined Pension Plan.
  - The “Committee” means the Lumen Employee Benefits Committee.
  - The “Plan Design Committee” means the Lumen Plan Design Committee.
  - The Plan Sponsor is identified as Lumen Technologies, Inc.
2. **CenturyLink Component: Compensation for Certain Union Participants:** In response to collective bargaining agreement negotiations, the definition of “Compensation” under the CenturyLink Component of the Plan was amended to exclude compensation paid after June 30, 2022 to employees represented by CWA 3972/3974, CWA 4671, CWA 7818, CWA 7906, IBEW 89, IBEW 768 and IBEW 1106.

#### **No Action Required**

This notice does not require any action or response on your part. If you have questions regarding the Lumen Combined Pension Plan or this SMM, please call the Lumen Pension Service Center at 888-324-0689, Mon–Fri, 8 a.m. to 7 p.m. (CST).

#### **Summary of Material Modification (SMM)**

This document is intended to serve as a “Summary of Material Modification” (“SMM”) pursuant to the requirements of Section 104 of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”). Please keep this SMM with your Summary Plan Description for future reference. This document summarizes only certain provisions of the Plan. If there is any conflict between the terms of the Plan documents and this SMM, the terms of the Plan documents will govern.

#### **Right to Amend and to Interpret**

The Company and its delegate, the Lumen Plan Design Committee, each has reserved the right in its sole discretion, to change, modify, discontinue or terminate the Plan and/or any of the benefits under the Plan and/or contribution levels, with respect to all participants classes, retired or otherwise, and their beneficiaries at any time without prior notice or consultation, subject to applicable law and the terms of the Plan Document. The Lumen Employee Benefits Committee, as the Plan Administrator, may adopt, at any time, rules and procedures that it determines to be necessary or desirable with respect to the operation of the Plan. The Company has reserved to the Plan Administrator the right to interpret and resolve any ambiguities in the Plan or any document relating to the Plan.