

*Windstream is looking for great people like you!*

## OUR MISSION

CONNECT PEOPLE AND EMPOWER BUSINESS  
IN A WORLD OF INFINITE POSSIBILITIES.

## OUR VISION

TO PROVIDE INNOVATIVE SOFTWARE AND NETWORK  
SOLUTIONS WHILE CONSISTENTLY DELIVERING AN  
AMAZING CUSTOMER EXPERIENCE.

CORE VALUE

### ACCOUNTABILITY

TAKE OWNERSHIP. BE RESPONSIVE AND  
TRANSPARENT. FULFILL YOUR OBLIGATIONS  
TO YOUR CUSTOMERS, TEAM MEMBERS  
AND THE COMPANY.

CORE VALUE

### COLLABORATION

COME TOGETHER. WORK WITH OTHERS  
TO ACHIEVE SHARED GOALS. FOSTER AN  
ENVIRONMENT OF TEAMWORK.

CORE VALUE

### AGILITY

BE NIMBLE. SEEK OUT OPPORTUNITIES TO  
IMPROVE. THINK AND ACT IN A WAY THAT  
EMBRACES CHANGE.

CORE VALUE

### RESPECT

SERVE OTHERS. CULTIVATE A CLIMATE OF  
DIGNITY, TRUST AND RESPECT FOR ALL.  
CONSIDER OTHERS' OPINIONS EQUAL TO  
YOUR OWN.

Windstream Holdings, Inc. is a leading provider of advanced network communications and technology solutions. Windstream provides data networking, core transport, security, unified communications and managed services to mid-market, enterprise and wholesale customers across the U.S. The company also offers broadband, entertainment and security services for consumers and small and medium-sized businesses primarily in rural areas in 18 states. Services are delivered over multiple network platforms including a nationwide IP network, our proprietary cloud core architecture and on a local and long-haul fiber network spanning approximately 150,000 miles. Additional information is available at [windstream.com](http://windstream.com) or [windstreamenterprise.com](http://windstreamenterprise.com). Please visit our newsroom at [news.windstream.com](http://news.windstream.com) or follow us on Twitter at @Windstream or @WindstreamBiz.

Windstream is an equal opportunity employer. At Windstream, we celebrate the authenticity and uniqueness of our people and their ideas. All qualified applicants will receive consideration for employment without regard to race, color, religion, national origin, gender, sexual orientation, gender identity, age, disability and veteran status. The diverse voices of our employees fuel our innovation and our inclusive culture. Employment at Windstream is subject to post offer, pre-employment drug testing.

## ***Jobs for Military Veterans and Spouses***

- We believe in the future of our military veterans. That's why we're committed to hiring qualified veterans at Windstream.
- The military provides vital job experience, and we recognize that. We want proven leaders who are ready to jump into the civilian workforce and make a difference.
- Windstream is a subscriber to G.I. Jobs.com Search and Skills Translator application, which assist veterans in locating civilian jobs that benefit from military experience.
- Visit <http://careers.gijobs.com/windstream-communications/careers/> today to find out where you can use your military experience within our organization. For assistance, please contact: CSM(R) Angel J. Ramos @ [angel.ramos@windstream.com](mailto:angel.ramos@windstream.com).

## ***Experience the Benefits***

For all that you devote to a job, you should have the best in return. From a friendly, team-focused environment to progressive salaries and health plans, our benefits work hard for you.

### **Paid Time Off**

- Vacation
- Holidays
- Optional Holidays
- Jury Duty/Voting
- Trial Witness Leave
- Bereavement/Funeral
- Military
- Parental Leave

### **Health Insurance**

- Medical Insurance Options
- Prescription Drug Plan
- Dental Insurance Options
- Vision Coverage
- Pre-Tax Health Savings Accounts

### **Life and Accident Insurance**

- Basic Life, Accidental Death and Dismemberment Insurance
- Spouse Life Insurance
- Child Life Insurance

### **Income Protection Plans**

- Sick Pay Program
- Short-Term/Long-Term Disability Insurance
- Workers' Compensation
- Supplemental Hospital and Accident Plans

### **Retirement Plans**

- 401(k) Matching Plan

### **More Benefits at Windstream**

- Employee Referral Program
- Educational Assistance Program
- Well-being Program
- Weight Management Programs
- Adoption Assistance Program
- Hypertension and Diabetes Management
- Identity Theft Protection



## **What You Need to Know to Apply**

We have a completely automated employment application process. You can search for specific jobs by state or a category and apply online.

### **Just follow these five easy instructions:**

1. Visit [www.windstreamtalent.com](http://www.windstreamtalent.com).
2. Click on "JOBS".
3. Use keywords, job fields, and/or locations to tailor your search results.
4. See a job you like? Click on the title to review the job description, and click "Apply Online" at the bottom to submit your application.
5. You'll either be asked to log in to your candidate profile (if you've applied with us before) or create your profile. You can even match your LinkedIn profile directly to your application, if you like.

That is all it takes to discover the exciting opportunities with a national telecommunications leader. New jobs are posted nearly every day on our website, so please visit [windstreamtalent.com](http://windstreamtalent.com) often.