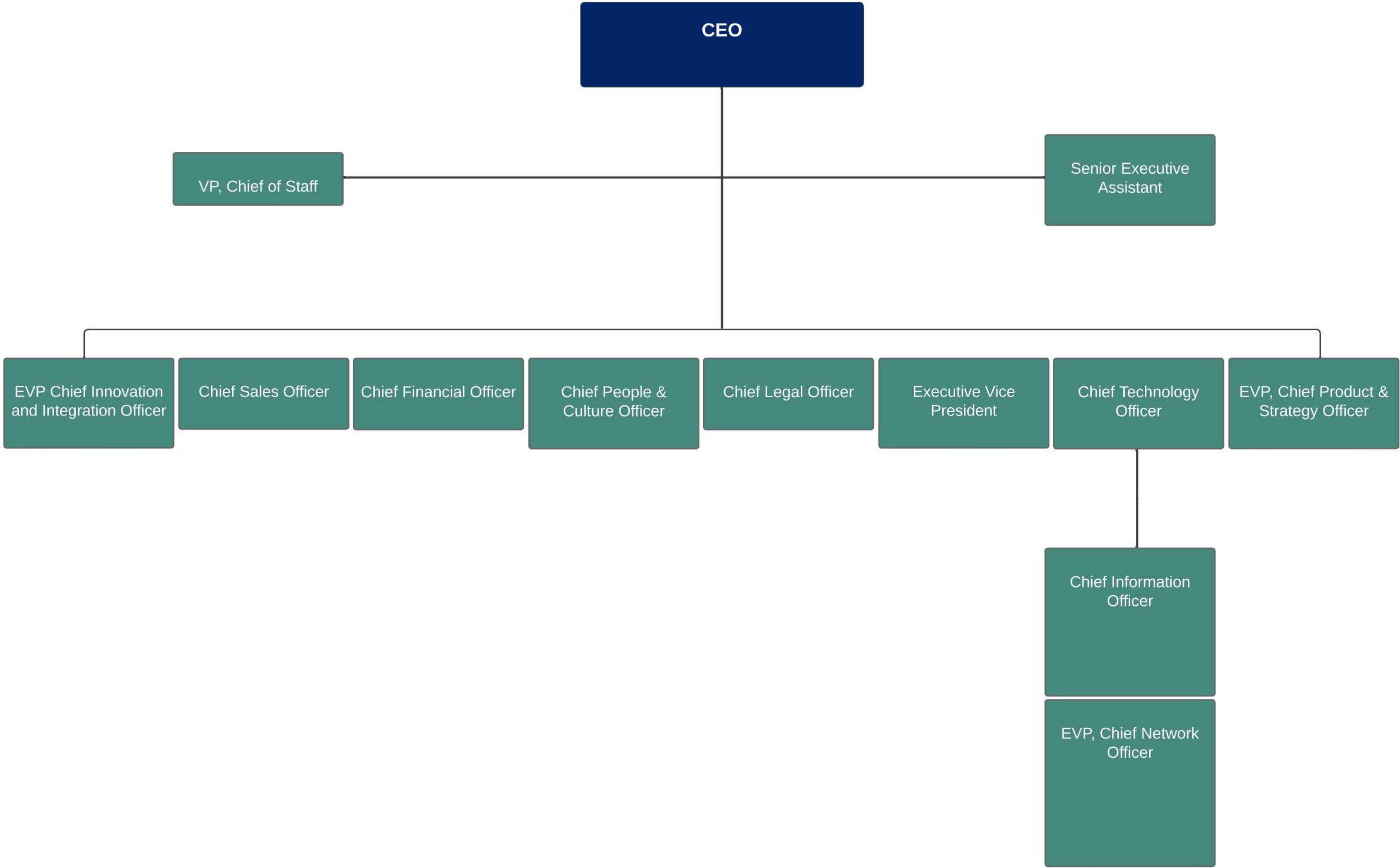


EXHIBIT D

EMPLOYEE ORGANIZATIONAL CHART

L1

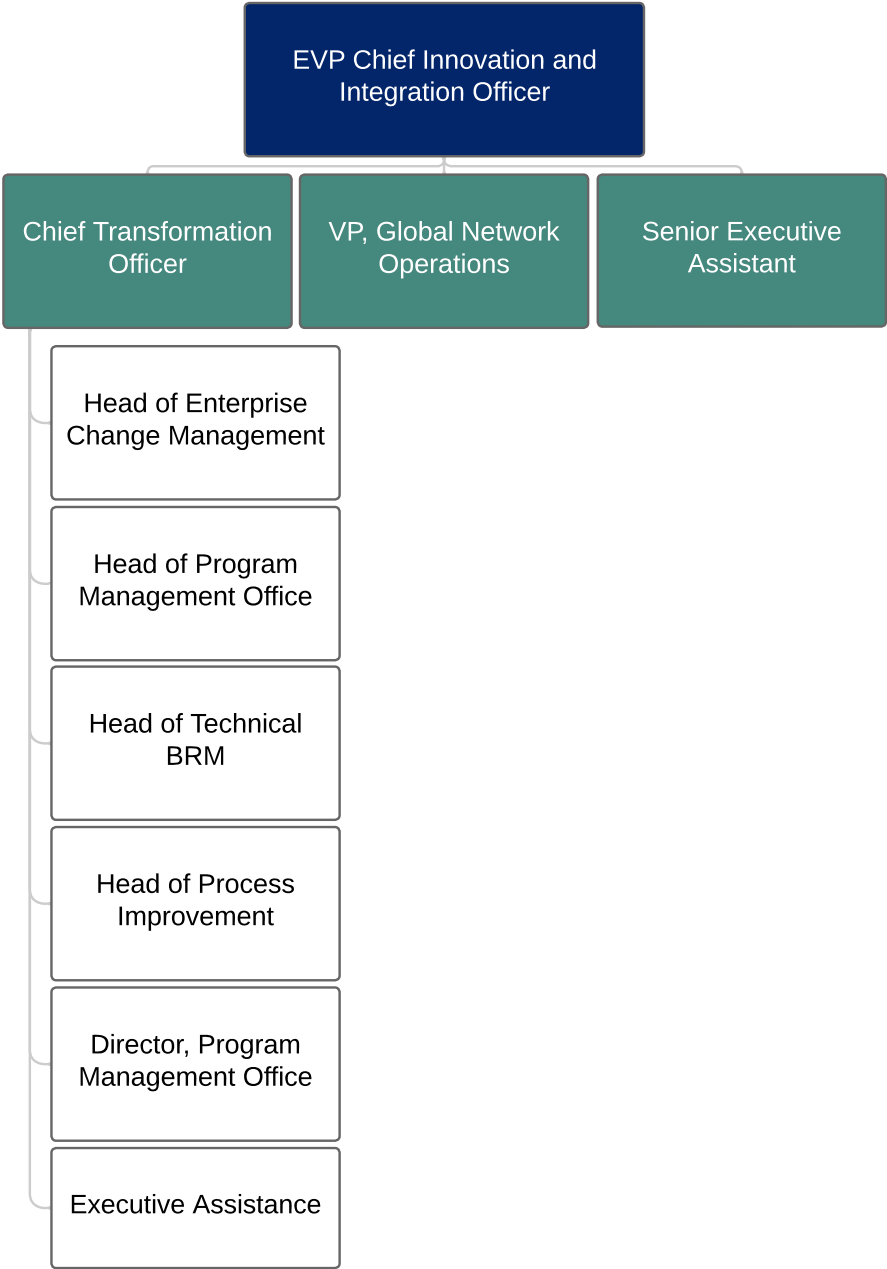
L2



L2

L3

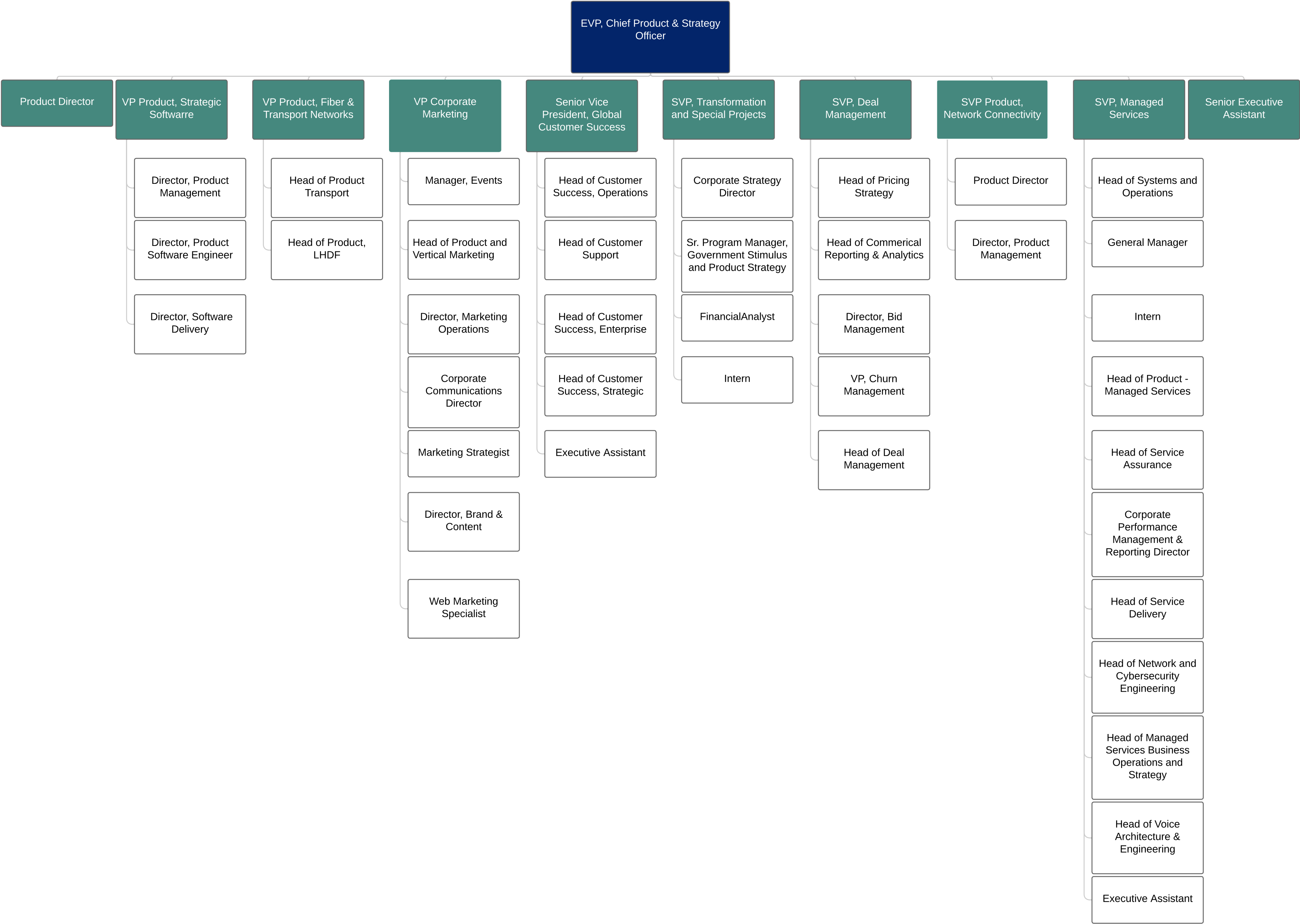
L4



L2

L3

L4



L2

L3

L4

Chief Financial Officer

VP of Tax

Director, Property Tax

Head of Global Income Tax

Head of Indirect Tax & Regulatory Reporting

SVP, Corporate Development and Treasury

Corporate Development Lead

Internal Audit Manager

IT Audit Manager

Internal Audit Manager

Director, Treasury

Corporate Development Manager

Executive Assistant

SVP, Corporate Finance

Data Analytics & Reporting Manager

VP, FP&A

Head of Shared Finance

Director, Financial Systems & Reporting

VP Financial Analysis and Governance

Director, Financial Planning & Analysis

Head of Investor Relations/ ESG

Corporate Sustainability Director

VP, Internal Audit

VP, Controller

Sr. Manager, Accounts Receivable

Director, Technical Accounting and Financial Reporting

Head of Integration, Finance

Project Director

Head of Operational Accounting

Senior Manager, Revenue

Head of General Ledger Accounting

Senior Executive Assistant

L2

Chief People & Culture Officer

L3

Head of HRBP - Operations

VP, Talent Management

Head of HRBP

Head of Internal Communications & Engagement

Head of Talent Acquisition

Head of Corporate HRBP

Director, HRIS Systems and Shared Services

VP of Total Rewards

Head of Executive Compensation, P&C Business Manager

Senior Executive Assistant

L4

Senior Human Resource Business Partner

Human Resource Business Partner, Senior

Sr. Human Resource Business Partner

Human Resources Business Partner

Human Resources Business Partner Director

Program Manager-Early Career

Digital Learning Engagement Specialist

Performance Management & Development Program Manager

Human Resources Business Partner Director

Human Resources Business Partner Specialist

Manager, Facilities & Environment

Corporate Communications Manager, Senior

Sr. Internal Communication Program Manager

Senior Manager, Talent Acquisition

Senior Talent Sourcer & Recruiter

Talent Sourcer

Senior Manager, Talent Acquisition

Employee Realations Manager

People & Culture

Human Resources Business Partner

Workday Business Systems Analyst

Workday HRIS Senior Program Manager

People & Culture Operations Manager

Director of Compensation

Director, Benefits

Global Payroll Senior Manager

Human Capital Analyst, Senior

Head of P&C Integration & Program Management

Principal Executive Compensation Consultant

L2

L3

L4

Chief Legal Officer

VP, Underlying Rights

Underlying Rights & Government Relations Director

Underlying Rights & Government Relations Director

Underlying Rights & Government Relations Director

Associate General Counsel

Corporate Counsel Senior

Senior Compliance & Union Specialist

General Counsel, Large Enterprise and Channel Sales

Manager, Contracts Management

Corporate Counsel Senior

Corporate Counsel Senior

Government Compliance Specialist

Corporate Counsel Senior

Government Compliance Specialist

Head of Litigation

Risk Analyst

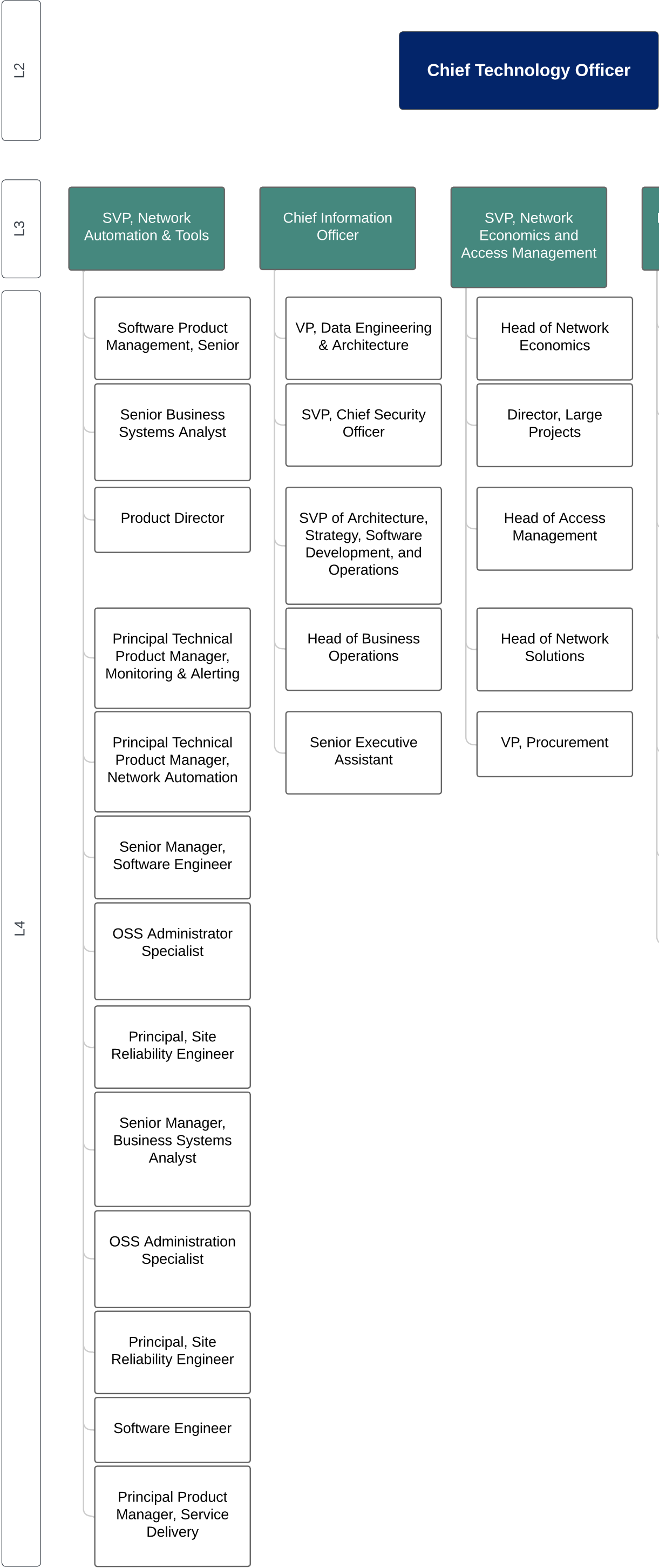
Senior Corporate Counsel

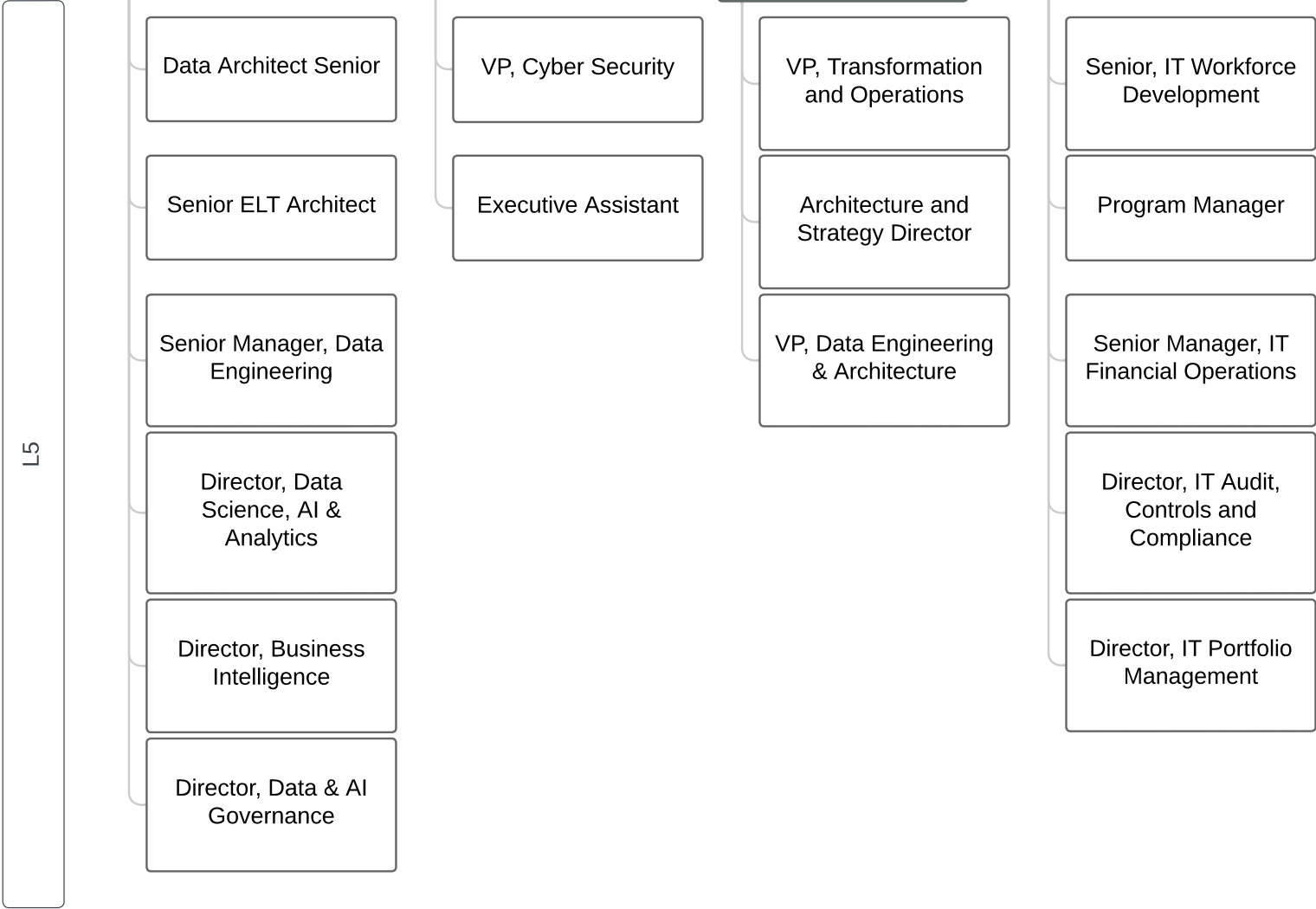
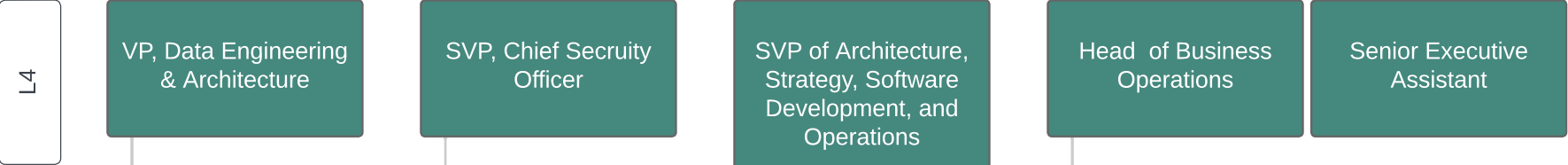
General Counsel, Strategic & Regional Sales

Head of Carrier Legal

Associate General Counsel

Corporate Counsel Senior





L2

L3

L4

L5

Chief Technology Officer

EVP, Chief Network Officer

SVP, Engineering

VP OSP Construction

Head of Strategic Operations

SVP Long Haul Deployment

Director, Service Delivery

VP Service Delivery, Strategic

VP, Fiber Operations

Director, Network Planning

Preventative Maintenance Program Manager

Senior Manager, Network Architecture- Packet

Senior Manager, Network Monitoring and Telemetry

Director, Critical Infrastructure

Director, Network Enhancement Programs

Head of Network Design & Infrastructure Engineering- Optical

Head of Network Design & Infrastructure Engineering-Packet

Senior Manager, Network Architecture- Fiber & Optical

Director, Field ISP

Head of Regional OSP

Head of Regional OSP

Senior Manager, OSP

Head of Regional OSP

Head of Regional

Program Manager

Director, Data and Workforce Governance

Program Manager, Senior

Program Manager

Director, Material Planning

Manager, Fiber Engineer

Head of Regional OSP

Director, OSP

Director, Long Haul Facilities Deployment

Senior Manager, Fiber Engineering

Director, Long Haul Network Development

Project Manager - Strategic Implementation, Senior

Senior Manager, Service Delivery

Senior Manager, Order Operations

Head of Design Engineering

Director, Large Projects

Director, Large Projects

Director, Service Delivery - Packet Services North America

Director, Service Delivery

Head of Fiber Engineering

Head of Splicing and Repair

Head of Damage Prevention

Director, OSP