

Windstream is looking for great people like you!

Windstream Values provide a strong foundation to drive our behavior and cultivate our beliefs



ACCOUNTABILITY

Take ownership. Be responsive and transparent. Fulfill your obligations to your team members and the organization. Accept responsibility for your actions.



COLLABORATION

Come together. Work with others to achieve shared goals. Foster an environment of teamwork.



AGILITY

Be nimble. Seek out opportunities to improve the organization. Think and act in a way that embraces change.



RESPECT

Serve others. Cultivate a climate of dignity, trust and respect for all. Talk to people, not about them. Consider others' opinions equal to your own.

Windstream Beliefs create a clear path for realizing our vision



WOW CUSTOMERS!

I own the customer experience.



PEOPLE POWERED

I invest in, develop and recognize excellence in myself, my team and others.



BUILD BRIDGES

I reach out across teams with an open mind and respect for others' opinions to achieve our key results.

WINDSTREAM VISION

**Provide a best-in-class
customer experience
through our network
and our people**

Windstream Holdings, Inc. (NASDAQ: WIN), a FORTUNE 500 company, is a leading provider of advanced network communications and technology solutions for consumers, small businesses, enterprise organizations and carrier partners across the U.S. Windstream offers bundled services, including broadband, security solutions, voice and digital TV to consumers. The company also provides data, cloud solutions, unified communications and managed services to business and enterprise clients. The company supplies core transport solutions on a local and long-haul fiber-optic network spanning approximately 125,000 miles. Additional information is available at windstream.com. Please visit our newsroom at news.windstream.com or follow us on Twitter at @WindstreamNews.



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.

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
- Trial Witness Leave
- Bereavement/Funeral
- Military

Health Insurance

- Medical Insurance Options
- Prescription Drug Plan
- Dental Insurance Options
- Vision Coverage
- Pre-Tax Flexible Spending 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

Retirement Plans

- 401(k) Matching Plan

Additional Savings Plan

- Employee Stock Purchase Plan

More Benefits at Windstream

- Employee Referral Program
- Educational Assistance Program
- Wellness Program and Incentives
- Scholarship Program for Employee Children
- Adoption Assistance Program

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.
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 often.