

**Mondelēz Global LLC
Company Proposals to
BCTGM
Wednesday February 17, 2016**

Attached are the Company's Initial Proposals to Locals 26, 42, 300, 358, 364 and 719 on items that the Company intends to bargain centrally in these negotiations.

These are not the Company's final position on any item. The Company intends to negotiate in good faith with a goal of arriving at a settlement of these contracts that is mutually beneficial to all parties.

To the extent that the below Proposal Summary may differ in any respect from the actual proposal, the language of the actual proposal shall prevail.

Proposal Summaries

Co. 1 – Pension. The Company is proposing to withdraw from participation in the “B & C Union and Industry International Pension Trust Fund” (the “B & C Fund”) and provide our employees in these bargaining units with a Company retirement plan that is comparable in value to the benefits provided under the B & C Fund, with growth potential uninhibited by the burden of the B & C Fund’s past liabilities and critical and declining status.

Co. 2 – Health and Welfare Benefits. The Company is proposing to offer employees in these bargaining units a Medical, Dental and other benefit plans that will control costs and in which employees will share some responsibility for the cost of the health care coverage they receive.

Co. 3 – Wages. The Company is proposing to increase wages each year of the contract by 1%, 1.5%, 1.5% and 1.5% and to pay a lump sum payment of \$1000 to each bargaining unit employee upon ratification.

Co. 4 – Retiree Medical. The Company is proposing to continue to provide retiree medical coverage under the B& C Union and Industry International Health Benefits Fund for current employees and retirees, and to cease contributing for any employees hired after February 29, 2016.

Co. 5 – 401K Plan. The Company is proposing to move the language regarding the 401K Plan from Appendix C into Article 38 of each of the collective bargaining agreements. This is a housekeeping change in order to make the contracts more easily read and understood by all parties. There is no change being proposed to this plan.

Co. 6 – Probationary period. The Company is proposing to extend the probationary period for new hires to 42 working days so the probationary period aligns with the full training period. This 42 working day probationary period is already in place in Fair Lawn.

Co. 7 – Shift Patterns. The Company is proposing a variety of 8 and 12 hour shift patterns in order to maximize asset utilization and alleviate excessive forcing of overtime.

Co. 7.1 – 7.2 Shift Patterns – DSD. The Company is proposing a variety of 8 and 10 hour shift patterns in order to improve customer service by, among other things, better meeting customer delivery windows.

Co. 8 – Interim Employees. The Company is proposing hiring interim employees as needed to fill in for vacation and other absences and to address production demand fluctuations.

Co. 8.1 - Vacation Replacement/Seasonal Employees – DSD. The Company is proposing hiring vacation replacement/seasonal employees to fill in for vacation and other absences and to address seasonal service fluctuations.

**The Company reserves the right to add to, change, modify
or delete any of the provisions of this proposal.**