THREE THINGS TO KNOW TODAY

2016 Negotiations - February 23, 2016

Mondelēz Global LLC Proposed Retirement Plan: 5-Year Transition Benefit

While we are not permitted to directly solicit questions from employees about negotiations or our proposals to the BCTGM, the following is information that we anticipate our employees will want to know about our retirement proposal. We also have incorporated information that has been exchanged during discussions with the union in Charlotte.

Question: Would pension benefit increases dating from January 1, 2007 be canceled if the Company exits the B&C Pension Fund?

Response: If you're vested in the B&C Pension Fund when the Company's proposed replacement plan goes into effect, the Company will make contributions for active employees for five years to make up the difference.

Question: Will some employees lose the value of the Golden 80 Rule on both their base and supplemental benefits in the B&C Pension Fund if the Company bargains out of the B&C Pension Fund?

Response: If you're eligible for the Golden 80 Rule under the B&C Pension Fund or you would have been eligible within 5 years from the effective date of the plan, you will receive special basic contributions and special transition contributions to address the loss of the Golden 80 Rule.

Some Key Highlights from Proposed Company Retirement Plan:

- The Company will make a contribution each pay period based on your age.
- You can choose to make before-tax and after-tax contributions.
- Just as it works today, the Company will still match a portion of any amount you choose to contribute.
- You select the best way to invest your money based on your risk tolerance.

Click here for details of the Company's retirement plan proposal.