

**Best and Final Offer**  
**Mondelēz Global, LLC's**  
**to**  
**BCTGM Locals 26, 42, 300, 358, 364, 719**  
**February 25, 2016**

The Company makes this Best and Final Offer to resolve all issues between the Company and Locals 26, 42, 300, 358, 364, 719 as follows:

- **Contract Term** – Four Years – March 1, 2016 through February 29, 2020.
- **Pension.** The Company will 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 which is in critical and declining status.
- **Health and Welfare Benefits.** The Company is offering a 90/10 medical, dental and vision plan with \$200/\$400 deductibles, \$1600/\$3200 out of pocket maximums and employee contributions, per month, of \$28 for employee only, \$54 for employee plus spouse, \$45 for employee plus child(ren), \$68 for family coverage.
- **Wages** – Upon ratification, a 2% wage increase, all classifications, on the anniversary date of each year of the contract. Increase Airveyor rate in all bakeries to forklift rate. Increase night work compensation from \$.20 to \$.25 per hour.
- **Ratification Bonus** - All members of the BCTGM Locals 26, 42, 300, 358, 364, 719 who are on the payroll as of ratification a \$2500 ratification bonus within 30 days of ratification.
- **Flexible Shift Schedules.** Only applicable for new lines, employees hired on or after March 1, 2016 and volunteers.
- **Vacation in Single Days** – Employees with five (5) or more weeks of vacation may use two (2) weeks in single days.
- **Bereavement Leave** – Employees may take days non-consecutively with 24 hours notice.
- **Applicable to Chicago Bakery Local 300 only** – separation package for those impacted by the pending reduction in force.
- Change name of Company to “Mondelēz Global, LLC” wherever found in the agreements.
- All attached open proposals and tentative agreements.