

**Last, Best and Final Offer of
Mondelēz Global, LLC
to
BCTGM Locals 26, 42, 300, 358, 364, 719
Dated March 10, 2016
Subject to withdrawal if not ratified by March 20, 2016**

The Company makes this Last, 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”) effective April 1, 2016 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, effective January 1, 2017, with \$200/\$400 deductibles, \$1500/\$3000 out of pocket maximums, and employee contributions per month, deferred until January 1, 2018, of \$28 for employee only, \$54 for employee plus spouse, \$45 for employee plus child(ren), \$68 for family coverage. The Company will credit \$200 to each active employee’s Health Care Flexible Spending Account in January, 2017 and again in January, 2018.
- **Wages** – Upon ratification, a 2.25% wage increase, all classifications, on the anniversary date of each year of the contract ratification. 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 will receive a \$5000 ratification bonus payable within 30 days of ratification.
- **Flexible Shift Schedules.** Only applicable to volunteers, or on new lines, or for employees hired on or after March 1, 2016.
- **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 open proposals and tentative agreements attached to the Company’s Best & Final Offer dated February 25, 2016.