

**Revised Last, Best and Final Offer of
Mondelēz Global LLC
to
BCTGM Locals 26, 42, 300, 358, 364, 719
Dated April 7, 2016**

The Company makes this Revised 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 as of the earlier of ratification or implementation date. The Company will 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** – If ratified prior to implementation, 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 attached open proposals and tentative agreements.