

MEMORANDUM OF AGREEMENT

Between

Reuters Canada Limited (Reuters)

And

Canadian Media Guild ('the Guild')

The undersigned representatives of Reuters and the Guild unanimously agree to recommend to their respective principals the terms of a revised collective agreement outlined below:

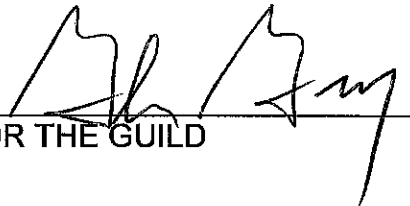
The revised collective agreement shall be effective from April 1, 2013 to March 31, 2015.

The collective agreement shall include the provisions of the collective agreement which expired March 31, 2013 amended as follows:

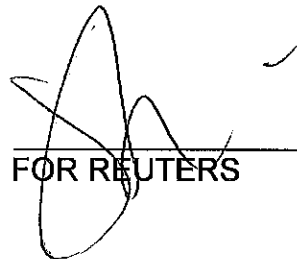
There shall be a general wage increase of 2% effective April 1, 2013 and a further increase of 2.0% effective April 1, 2014.

All matters contained in Appendix 'A' attached hereto and initialed by the parties. Some articles will require further editing of contract language to be incorporated into the collective agreement.

Dated this May 7, 2013, in Toronto



FOR THE GUILD



FOR REUTERS

Appendix "A"
Reuters/CMG Memorandum of Settlement
Discrimination and Harassment

Discrimination

D.1

The parties will not discriminate against employees with respect to sex, colour, age, disability, religion, creed, race, ethnic or national origin, marital or parental status, sexual orientation, political affiliation, membership or activity in the Union, or conviction for an offence for which a pardon has been granted.

The parties recognize the right of employees to work in an environment free of harassment.

Harassment

H.1

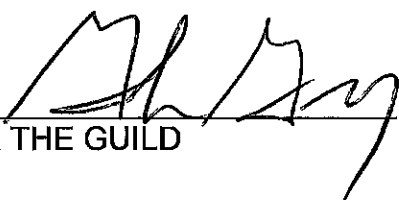
Harassment will have the same meaning as defined in the *Canadian Human Rights Act* and the *Canada Labour Code*. Harassment includes engaging in a course of vexatious comment or conduct that is known or ought to be known to be unwelcome. For clarification, sexual harassment means any conduct, comment, gesture or contact of a sexual nature:

- a. that is likely to cause offence or humiliation to any individual,
- b. that might, on reasonable grounds, be perceived by that individual as placing a condition of a sexual nature on employment or on any opportunity for training or promotion.

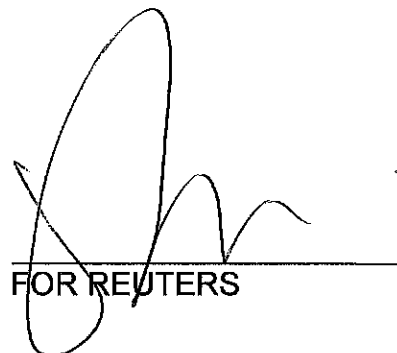
Sexual harassment is generally comprised of objectionable and offensive behaviour which may occur once or repeatedly. Unwelcome sexual advances, requests for sexual favours, and other verbal, pictorial or physical conduct of a sexual nature constitute sexual harassment.

It is a discriminatory practice, in matters related to employment, to harass an individual on any of the following prohibited grounds of discrimination: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability, or conviction for an offence for which a pardon has been granted. It includes any comment or conduct based on the grounds listed above, that offends or humiliates. Discriminatory harassment will have taken place if it is known or ought to have reasonably been known that the behaviour in question was unwelcome or inappropriate in the workplace. Discrimination on the basis of childbirth and pregnancy is covered under the category - sex.

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Appendix "A"
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Seniority

Seniority

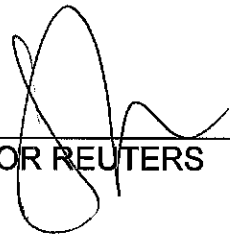
Seniority applies to permanent employees and shall be equal to and based on the length of continuous service with Thomson Reuters. It shall be computed from the date of hiring into a permanent position or from the beginning of the last unbroken continuous term of service.

An Employee who accepts an assignment with Thomson Reuters outside the jurisdiction of the Guild will continue to accrue seniority for the period s/he is outside of the bargaining unit.

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Miscellaneous

Pension Plan Participation

The parties agree that, effective the date of signing of the collective agreement, participation in the pension plan will be a condition of employment for new employees.

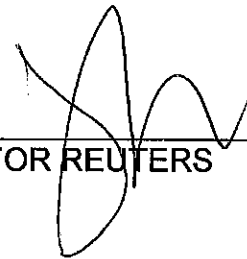
Article 8.5

The parties agree to amend the flat amount for temporary assignment to a higher classification to \$25.00.

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APPENDIX "A"
Reuters/CMG Memorandum of Settlement
Performance Improvement Plan

IMPROVEMENT PLAN

The Improvement Plan is based on the understanding that an employee, given clear direction and support, should be able to improve his or her performance.

When an employee is not working at a satisfactory level of performance he/she will be given reasonable time and assistance to improve.

This is a remedial process and at no point will be viewed as disciplinary, so long as the employee cooperates with the process.

IP.1

An employee may be placed on an Improvement Plan only after an initial meeting has taken place in which the manager and the employee have reviewed the duties, responsibilities and requirements of the employee's job, identified areas in which improvements are required, and established a course of action. An email should be sent from manager to employee confirming this conversion has occurred

IP.2

At least one (1) month, but no more than three (3) months after this initial meeting, where it is identified that the employee still has an unsatisfactory level of performance and needs improvement, the employee's manager will advise the employee and the Union in writing at least five (5) business days in advance of the commencement of the process. The employee will have the right to be represented by the Union during any review meeting throughout this process.

IP.2.1

At the first meeting in the formal Improvement Plan process, the manager will again review with the employee and provide in writing the duties, responsibilities and requirements of the employee's job, and identified areas in which improvements are required. The manager and the employee will discuss and establish the actions needed and develop an action plan, but the manager has the final decision on the make-up of the plan. The action plan will identify the desired outcomes and the process required to achieve them. A written plan will be provided to the employee.

IP.2.2

The manager will keep documentation in the employee's file regarding any discussions concerning the employee's performance while the employee is involved in an Improvement Plan.

IP.3

The process will include a monthly review for a period of 90 days and may be extended at the company's discretion up to six (6) months, during which the employee and the manager will jointly review the employee's progress towards meeting outcomes of the action plan and requirements of the job. If at any point, the employee is meeting the objectives of the action plan and requirements of the job on a continuing and consistent basis, as determined by the Company,

this will be stated in writing and jointly signed off, thereby ending the Improvement Plan. If the employee's performance is thereafter not meeting the Company's expectations after 90 days following the start of the Improvement Plan, the following will occur:

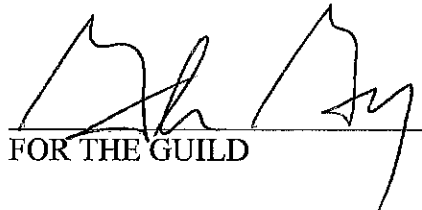
Vacancies at the same or lower salary level will be canvassed in the employees' location. If a vacancy is found and if the employee has the qualifications, he/she will be placed in the vacancy without a posting. In the event of a placement at a lower salary group, the employee will be placed on the salary scale of the lower salary group at the step closest to but not more than their existing salary step.

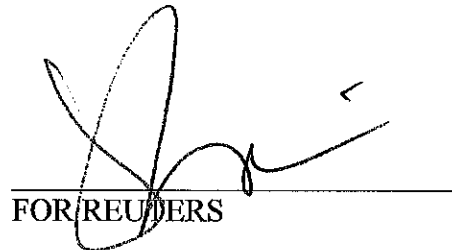
If after the above-noted process has been followed and a position is found but refused, or if no position is found, the employee will be laid-off in accordance with notice and severance provisions of Article 18. Displacement and recall rights will not apply in such cases.

IP.4

All documentation pertaining to the Improvement Plan shall be removed from an employee's file when the employee has completed twenty-four (24) months of satisfactory performance.

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