

MEMORANDUM OF AGREEMENT

The undersigned representatives of the parties do hereby agree:

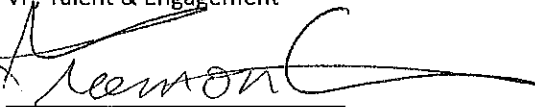
- i. to the terms of the Memorandum as constituting full and final settlement of all matters under discussion for the renewal of the Agreement between the parties; and
 - ii. that this Memorandum consists of the language of the previous agreement
 - iii. that the following amendments take effect upon ratification of the terms of the Memorandum unless specified otherwise in the Memorandum; and
 - iv. to recommend acceptance of this Memorandum to their respective principals.
1. General Wage Increase: The hourly wage rate for all staff and contract employees actively on the payroll at the date of ratification will be adjusted on the effective date as indicated below:
January 1, 2015 - 2.0%
 2. Employees whose annual salary exceeds the maximum of the current classification shall receive the adjustment.
 3. Term (Article 41): Oct 28, 2012 to December 31, 2015.

Duly executed in Toronto, Ontario by the parties this 20th day of January 2015.

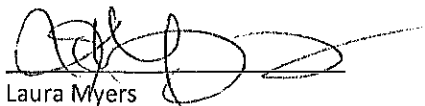
FOR THE AUTHORITY:



Clara J. Arnold
VP, Talent & Engagement



Mara Tramontin
Director, Program Business Management

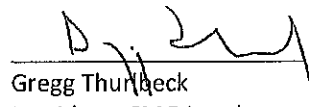


Laura Myers
Manager, Labour & Employee Relations

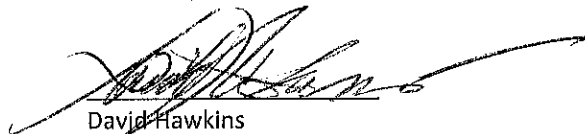
FOR CMG:



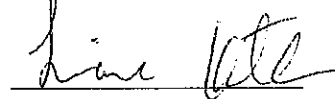
Keith Maskell
CMG Staff Representative



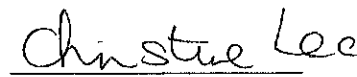
Gregg Thurbeck
President, CMG Local



David Hawkins
Vice-President, CMG Local



Liane Kotler
Negotiating Committee Member, CMG Local



Christine Lee
Negotiating Committee Member, CMG Local