

LETTER OF UNDERSTANDING

BETWEEN:

YELLOW PAGES DIGITAL AND MEDIA SOLUTIONS LTD (The "Company")

AND

UNIFOR, LOCAL 7 (The "Union")

Effective: October 1st, 2016
Expires: Sept. 30th, 2018

Subject: Extension of the Collective Agreement 2013-2016

Considering the willingness of the parties to have all of the terms of the prior collective agreement that was effective January 1st, 2013 until September 30th, 2016 ("Collective Agreement") continue in force beginning October 1st, 2016 to September 30th, 2018 (24 months) (the "Term").

The parties agree to the following modifications:

1. Base salary

The basic rates of pay are set as follow:

Sales Employees -- 2017 Wage Schedules (Effective first pay of 2017)			
	Advantage	Elite (former employee as of September 28, 2015 and new hired in Promise since September 29, 2015)	Signature (former employee as of September 28, 2015)
	Grade 5	Grade 6	Grade 7
Step 1	\$21.14	\$22.10	
Step 2	\$22.10	\$22.63	
Step 3	\$22.63	\$23.30	
Step 4	\$23.30	\$24.02	
Step 5	\$24.02	\$24.70	
Step 6	\$24.70	\$25.39	\$26.10
Step 7	\$25.39	\$26.10	\$26.79
Step 8	\$26.10	\$26.79	\$27.45
Step 9	\$26.79	\$27.45	\$28.15
Step 10	\$27.45	\$28.15	\$28.85
Step 11	\$28.15	\$28.85	\$29.54
Step 12		\$29.54	\$30.51
Step 13			\$31.82

*Note: Annual increase of 1%

Sales Employees – 2018 Wage Schedules (Effective first pay of 2018)			
	Advantage	Elite (former employee as of September 28, 2015 and new hired in Premise since September 29, 2015)	Signature (former employee as of September 28, 2015)
	Grade 5	Grade 6	Grade 7
Step 1	\$21.35	\$22.32	
Step 2	\$22.32	\$22.86	
Step 3	\$22.86	\$23.53	
Step 4	\$23.53	\$24.26	
Step 5	\$24.26	\$24.95	
Step 6	\$24.95	\$25.65	\$26.36
Step 7	\$25.65	\$26.36	\$27.05
Step 8	\$26.36	\$27.05	\$27.73
Step 9	\$27.05	\$27.73	\$28.43
Step 10	\$27.73	\$28.43	\$29.13
Step 11	\$28.43	\$29.13	\$29.84
Step 12		\$29.84	\$30.82
Step 13			\$32.13

*Note: Annual increase of 1%

2. Adjustment of compensation (if applicable)

If the Company settled compensation with other Sales group nationally with a different annual increase as per each last year of said collective agreement, the Company will give the same compensation to the Employees.

3. Pilot project

The Union will involve its membership in participating in Sales pilots for the new direction.

4. Duration

This Letter of Understanding shall become effective on October 1st, 2016 and shall remain in force until September 30th, 2018.

WITNESS CLAUSE

IN WITNESS WHEREOF the parties hereto have caused this Letter of Understanding to be executed by their duly authorized representatives in the City of Winnipeg, this 13th day of October 2016.

For Yellow Pages Digital and Media
Solutions Ltd.




Pierre Bédard
Director, Human Resources

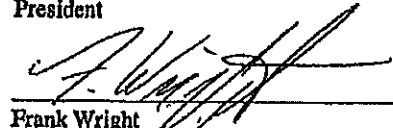


Sherilyn King
Director, Sales

For Unifor Local 7



Patty Deschamps
President



Frank Wright
National Representative