
**PENSION PLAN
FOR NON-UNIONIZED EMPLOYEES
OF QUEBECOR MEDIA INC. AND ITS PARTICIPATING SUBSIDIARIES**

Effective December 31, 2012

Certified to be a true and complete copy of the text of the Pension Plan for the Non-Unionized Employees of Quebecor Media Inc. and its Participating Subsidiaries as at December 31, 2012.



Isabelle Leclerc
Vice President Human Resources

15.8.14

Date

May 2014