

## **MEMORANDUM OF AGREEMENT**

BETWEEN

### **DOLLAR THRIFTY AUTOMOTIVE GROUP**

(The "Employer")

AND

### **CANADIAN OFFICE AND PROFESSIONAL EMPLOYEE'S UNION, LOCAL 378 (COPE)**

(The "Union")

WHEREAS:

- A. The Parties are bound to a Collective Agreement effective from January 1, 2008 through December 31, 2012 (the "Collective Agreement").
- B. The Parties have engaged in collective bargaining to reach an agreement to renew the Collective Agreement.

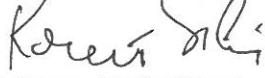
THEREFORE:

- 1. The Parties agree that the Collective Agreement is renewed for a term of three (3) years from January 1, 2013 to December 31, 2015 with the changes set out in the Memorandum of Agreement subject to the following conditions.
- 2. The Parties agree that this Memorandum of Agreement is subject to ratification by the Parties' respective principals.
- 3. The Parties agree to recommend this Memorandum of Agreement, without reservation, to their respective principals. Each Party will conduct their ratification process of the MOA on August 1, 2013
- 4. The changes to the Collective Agreement contained in this Memorandum of Agreement will be effective from January 1, 2013 unless specifically stated otherwise.

5. All items not addressed herein will be considered withdrawn on a without prejudice basis.
6. Any amendment to this Memorandum of Agreement must be confirmed in writing by both Parties.
7. The Parties agree that this Memorandum of Agreement is, to this date, the entire agreement between the Parties with respect to collective bargaining for the renewal of a Collective Agreement.

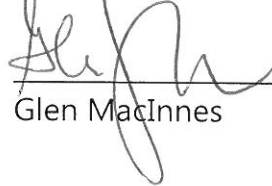
Agreed to this 31st day of July, 2013, at Vancouver, British Columbia.

For the Employer:



Robert Sider

For the Union:



Glen MacInnes