MEDIASETespaña.

Madrid, 26th March 2014

MEDIASET ESPAÑA GUARANTEE THE STABILITY OF THEIR EMPLOYEE RELATIONS WITH THE RENEWAL COLLECTIVE AGREEMENT FOR THE NEXT FOUR YEARS

- **The company, which has managed to maintain its workforce during the crisis, has signed its eleventh Collective Agreement, in which the same pay scales and all social benefits remain.**
- **Mediaset España's management has compensated for drastic 50% drop in advertising spend in television compared to 2007, at all times safeguarding their human resources.**

Employees of Mediaset España have ratified in a referendum, with a share of over 66% of the workforce and more than 70% of the votes in favor, the principle agreement reached by the company and the Works Council in the context of negotiations its eleventh Collective Agreement for the next four years.

Mediaset España confirms with this Agreement its solid stability in the context of employment relations with its employees and shows once again the company's business solvency. The new Agreement is consistent with the organizational model and business of Mediaset España, based on the direct work of the employees in all processes, differential value of the company compared to other TV operators, which over the years has safeguarded human resources management offset by the drastic drop in television advertising revenue.

The 11th Agreement, which is valid for four years from 1st January 2014 until 31st December 2017, maintains its affiliated employees' wages, working hours, all social benefits described in the previous Agreement (scholarships, employment insurance, extra holiday days, permits, free dining, etc..) and the Equality Plan that includes measures of conciliation.

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