

MEMORANDUM OF AGREEMENT

The parties, Johnson Controls Inc. (the Company) and the Communications Workers of America, AFL-CIO and the International Brotherhood of Electrical Workers, AFL-CIO Local Union 21 (the Unions), agree to the following:

1. The current labor agreement shall be extended until midnight May 6, 2013.
2. If a first year across the board wage increase is negotiated between the parties, such increase shall be made retroactive to February 7, 2013 for employees actively on the payroll at the time of the ratification vote.
3. All other terms and conditions in the labor agreement remain unchanged.


JOHNSON CONTROLS, INC.

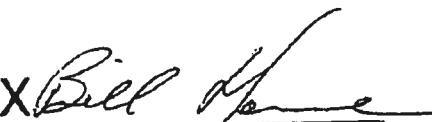
X 
Todd Bracey
GWS Customer Business Director

X 
Christopher Thom
Director of Labor & Employee Relations

COMMUNICATIONS WORKERS OF AMERICA

INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS

X 
Jane Phillips
CWA Representative

X 
Bill Henne
Vice Pres. - Assistant Business Mgr, Local 21