



Eagle Family Foods Group LLC and its Subsidiaries

Severance Policy

Revised 4/2017



Severance Policy

Purpose

The purpose of this policy is to outline the severance pay benefit of Eagle Family Food Group LLC and its Subsidiaries (the Company).

Eligibility

This policy applies to all exempt and nonexempt, full-time and part-time employees. Part-time employees will receive severance pay on a pro-rated basis in accordance with their scheduled hours.

Triggering Events

In the event of an involuntary termination due to a reduction in force/downsizing or change in company direction, the Company provides a severance benefit for the affected employees. This does not apply to terminations as determined by the company for cause, refusal to be reassigned, or refusal to be relocated.

Payment Amount

The rate of severance is based on length of service with the Company (or as adjusted through acquisition). The company will pay severance pay to eligible employees involved in a qualifying termination using the following:

- One week of base pay for each year of service with the Company.

The minimum severance payment under this Plan is two weeks of severance pay and the maximum severance benefit is fifty-two weeks of severance pay. Severance is calculated on base pay only. Employees will receive severance pay as a salary continuation benefit (continue payments on scheduled paydays).

Vacation

Accrued but unused vacation will be paid out to the employee. Vacation will stop accruing as of the effective date of termination.

Incentive/Bonus

Any incentives earned as of the date of the termination will be paid out.

Insurance Benefits

Health and dental insurance coverage, if applicable, will end on the last day of employment. Upon termination of coverage, COBRA notification will be forwarded.