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December 16, 2014

Nonqualified Plan Exemption
Employee Benefits Security Administration
U.S. Department of Labor, Room N-5644
Washington, D.C. 20210

Re: BONDUELLE USA NONQUALIFIED DEFERRED COMPENSATION PLAN

Dear Sir/Madam:

In accordance with 29 CFR 2520, 104-23, on behalf of the Bonduelle Nonqualified Deferred Compensation Plan, we hereby provide you with the information set forth below:

Name and Address of Employer:

BONDUELLE USA
180 STATE STREET
BROCKPORT, NY 14420

Federal Employer Identification No. (EIN):

45-4770767.

Required Declaration

The Employer sponsors the Bonduelle Nonqualified Deferred Compensation Plan which has the effect of deferring compensation for a select group of management or highly compensated employees. Benefits are paid out of the general assets of the Employer.

The Plan's effective date is January 1, 2015.

If you have any questions about this matter, please contact the undersigned.

Sincerely,

Micheline Garand
Director Total Rewards

c.c. Janice Jones, Human Resources Director
Jeffrey Kyles, Director Finances

2014-12-16 10:10:10



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