

2026 Educational Assistance Summary Plan Description (SPD)

As part of the overall Total Rewards package, Schreiber Foods, Inc. sponsors the Educational Assistance Plan for the benefit of its partners. At Schreiber, we believe our partners are our most valuable asset, and we're committed to investing in them. This Plan is a benefit available to partners who can demonstrate added value to the business by completing an approved degree. Through the Plan, you can receive up to 100% of the cost of tuition based on your grades when you complete each course, subject to annual and lifetime maximums. Please read these program guidelines carefully so you have a full understanding of the plan.

To be eligible for reimbursement under this program, you must meet the following requirements:

- An active regular full-time, non-union regular part-time, or supplemental partner.
- Maintain a performance rating of successful or higher for both results and qualities. A missed rating requires additional approval prior to payment.
- Completed the Educational Assistance application form in full, including all necessary signatures.
- Completing a business-related degree listed under **Approved Degrees** list below.
- Successfully complete the approved course with a "B-" (does not include BC) grade or better or receives a Pass on a Pass/Fail course.

The Plan covers tuition reimbursement for approved degree programs.

- Applications will be reviewed within 10 business days of the Home Office Benefits Intern receiving them.
- Degrees not on the approved list and individual courses are not eligible for reimbursement.
- If you're seeking reimbursement for a single course, you will need to work with your leader to arrange coverage through your business area.
- Approved degrees must be completed within seven (7) years to qualify for reimbursement.
- If you change your degree, program, or school, you must reapply and get approval before receiving any reimbursement.

Approved degrees must be at an accredited technical school, college or university. The institution attended must have accreditation by one of the 7 following accrediting bodies to be covered under this Plan:

- [Southern Association of Colleges and Schools Commission on Colleges](#)
- [Middle States Commission on Higher Education](#)
- [New England Commission of Higher Education](#)
- [Higher Learning Commission](#)
- [Northwest Commission on Colleges and Universities](#)
- [WASC Senior College and University Commission](#)
- [The Association to Advance Collegiate Schools of Business \(AACSB\)](#)

Reimbursement under the Plan is subject to annual and lifetime maximums. Amounts reimbursed over the IRS Annual Limit of \$5,250 will be subject to taxes.

Regular Full-Time		
	Annual Maximum	Lifetime Maximum
Undergraduate	\$5,250	\$25,400
Graduate	\$10,000	

Regular Part-Time or Supplemental		
	Annual Maximum	Lifetime Maximum
Undergraduate	\$2,625	\$12,700
Graduate	\$5,000	

After you're accepted into the program, you can start submitting courses for reimbursement.

- Classes taken **before** acceptance are not eligible.
- Once you receive your grade, submit your reimbursement request in **Forma**.
- After your request is processed and approved, the reimbursement will appear on your pay slip according to following payout schedule.
- All reimbursement requests must be submitted within **eight (8) months** of completing the course.
- Claims approved after 12/19/2026 will be applied toward the 2027 IRS Plan year.

Reimbursement Approved in Forma	Pay Slip Showing Reimbursement
1/1/2026 - 1/4/2026	1/16/2026
1/5/2026 - 1/18/2026	1/30/2026
1/19/2026 - 2/1/2026	2/13/2026
2/2/2026 - 2/15/2026	2/27/2026
2/16/2026 - 3/1/2026	3/13/2026
3/2/2026 - 3/15/2026	3/27/2026
3/16/2026 - 3/29/2026	4/10/2026
3/30/2026 - 4/12/2026	4/24/2026
4/13/2026 - 4/26/2026	5/8/2026
4/27/2026 - 5/10/2026	5/22/2026
5/11/2026 - 5/24/2026	6/5/2026
5/25/2026 - 6/7/2026	6/19/2026
6/8/2026 - 6/21/2026	7/3/2026
6/22/2026 - 7/5/2026	7/17/2026
7/6/2026 - 7/19/2026	7/31/2026
7/20/2026 - 8/2/2026	8/14/2026
8/3/2026 - 8/16/2026	8/28/2026
8/17/2026 - 8/30/2026	9/11/2026
8/31/2026 - 9/13/2026	9/25/2026
9/14/2026 - 9/27/2026	10/9/2026
9/28/2026 - 10/11/2026	10/23/2026
10/12/2026 - 10/25/2026	11/6/2026
10/26/2026 - 11/8/2026	11/20/2026
11/9/2026 - 11/22/2026	12/4/2026
11/23/2026 - 12/6/2026	12/18/2026
12/6/2026 - 12/19/2026	12/31/2026

Partners who leave Schreiber within **eighteen (18) months** of receiving educational reimbursement must return the amount reimbursed during that timeframe. The partner acknowledges that if they fail to pay back these amounts that Schreiber has the right to recover any amounts owed by deducting those amounts from any remaining pay slips. If the final pay slip is less than amount owed, the partner acknowledges that they will send Schreiber a personal check for the remaining amount paid to the order of Schreiber.

Mail checks to: Schreiber Benefits Team, 400 North Washington Street, Green Bay, WI 54301.

Approved Degrees

Degree Level	Categories	Program
Associate degrees	General	Administrative Assistant; Accounting; Business Administration; Electro-Mechanical Technology; Software Engineering; Supply Chain Management; Automation & Robotics; Associate of Science – General
Bachelor's degrees	Business Administration	Accounting; Business Management; Finance; Human Resources; Marketing; International Business; International Studies; Supply Chain Management; Operations Management
	Science	Dairy Science, Food Science, Computer Science, Information Services, Microbiology, Molecular Biology, Bacteriology, Biology, Biochemistry, Environmental Health & Safety
	Engineering	Mechanical; Chemical; Software; Industrial; Electrical
	Other	Occupational Health & Safety; Economics; Logistics; Dairy/Agricultural Economics
Graduate Degrees	General	Business Administration (MBA); Marketing; Management Information Systems (MIS); Software Engineering; Applied Economics (Dairy Emphasis); Food Science; Accounting; Supply Chain Management; Quality & Engineering Management

Other degrees may be considered based on business needs. To check if the program you're interested in could be approved, please email HOBenefitsIntern@schreiberfoods.com.

If your work status changes from full-time to part-time while you are taking an approved course, you will be reimbursed up to the maximum amount of the status you are in at the time of the reimbursement. If your status changes to Military Leave, please contact benefits@schreiberfoods.com for further information on reimbursements.

If any benefit under the Plan was paid to you and should not have been paid or should have been paid in a lesser amount and you fail to repay the amount promptly, the overpayment may be recovered by Schreiber and the Plan to the extent permitted by law from any monies then payable, or which may become payable, in the form of salary or wages or benefits payable under any Plan. Schreiber and the Plan also reserve the right to recover any such overpayment by appropriate legal action.

Your Plan coverage ends on the earliest date indicated below:

- Date of termination of employment
- Date you are no longer in a class of program eligibility
- Date the Plan is amended such that it eliminates your coverage or is terminated

- Date of your death
- Date you commit fraud against the Plan

According to government regulations, your reimbursed cost may be considered taxable income like your regular pay. For more information about how education reimbursement is affected by taxes, see your Human Resource Representative.

Claims for Plan benefits will be reviewed by Forma and Schreiber and decided in a uniform and nondiscriminatory manner. If your claim under the Plan is denied, you may appeal the denial in writing within 60 days after the date you received the denial notice.

The Plan does not cover, including but not limited to:

- Costs over and above the annual and lifetime maximum reimbursement
- Books
- Application fees or other fees, including but not limited to:
 - Deferred payment fees
 - MBA GMAT fees
 - GED fees
 - Lab fees
 - Parking fees
- Supplies other than books, even if required, for a course including but not limited to:
 - Computer hardware or software
 - Calculators
 - Drafting tools
- Costs such as travel expenses, internet service, interest and shipping & handling
- Costs over and above those reimbursed for traditional courses for Internet and accelerated courses
- Entrance exams
- Seminars, certifications or certification programs
- Television and Video courses
- Correspondence courses
- Tuition for incomplete courses
- Costs usually covered if you receive an unsatisfactory grade, an incomplete or a grade at or below a "BC"
- Individual classes
- Reimbursement for grants and scholarships (tuition less grants and scholarships will be eligible amount for reimbursement)

Send Educational Assistance applications and questions to HOBenefitsIntern@schreiberfoods.com.

Administrative Information

Name of Plan Sponsor:

Schreiber Foods, Inc.
400 N. Washington Street
Green Bay, WI 54301
(920) 437-7601

Agent for Service of Legal Process:

Corporate Secretary
Schreiber Foods, Inc.
400 N. Washington Street
Green Bay, WI 54301
(920) 437-7601

Plan Name/Number: Educational Assistance Plan/505

Employer Identification Number: 39-1017450

Type of Plan: Welfare benefits plan that provides educational assistance.

Plan Year: The books of the Plan are kept on calendar-year basis.

Claims Administrator: Forma

Schreiber reserves the right to amend any policies as necessary.