



Let's Talk about Retiring in 2026-A guide for Salaried Team Members

Retirement is a major milestone, and thoughtful preparation is essential to ensuring a smooth and successful transition. As you begin planning for this next chapter, we have compiled the benefits information below to help you gather the details you need. This document is intended for salaried employees who are eligible for the Pension Plan and should be used as a resource in understanding the benefits available to you. When you decide to retire from the Ocean Spray, ***please provide the Benefits Team with 60-day notice to support an efficient and well-coordinated process.***

RETIREMENT

All retirements are effective on the first day of the month. When you decide you would like to retire and initiate your pension benefits, you will need to contact **Aon**, the Ocean Spray pension administrator, at least 60 days in advance by calling (866) 592-0669. This allows them the time to calculate your pension accurately and create the necessary paperwork. It also allows you to take the required amount of time by law to review your retirement options. Retirement is considered termination of employment for benefit plan purposes.

PENSION:

Salaried team members hired prior to 1/1/2008 are eligible for a pension benefit provided they had worked at Ocean Spray for a total of at least 5 years at that time. The hourly pension plan was frozen effective 12/31/2007 for certain employees. To assist in your decision, review your pension options on <http://ypr.aon.com/oceanspray> or review your latest Pension Statement.

After official notice of intent to retirement is received at Aon, data is sent to the pension actuary to prepare your retirement calculations. You are then sent an official retirement packet with your pension options. You will need to review these options and make your elections, as well as provide any required documentation.

Pension payments are made on the first of the month each month. You can opt to have pension checks directly deposited into your bank account, those will also be made on the 1st of the month.

RETIREE MEDICAL / DENTAL / VISION PLANS:

You must be at least 55 years old with 10 years of service at retirement in order to qualify for retiree benefits. You must also retire directly from Ocean Spray and actively working at Ocean Spray on the day prior to your retirement date. You cannot use any PTO or holiday time for your last day. If you do not elect medical, dental and/or vision retiree benefits at the start of your retirement, you are no longer eligible and cannot elect coverage at a further date.

Ocean Spray Retiree Benefit Program:

- **Pre-65 Medical Coverage**
 - **Subsidized Coverage:** You must be age 50 or older and have 10 years of service as of December 31, 2006.
 - **Unsubsidized Coverage:** Employees who have 10 years of service at the time of retirement but are not eligible for subsidized coverage will be able to purchase this coverage at 100% of the cost of the insurance. Ocean Spray pays all administrative costs.

- The cost of your pre-65 medical premiums will be deducted post-tax from your monthly pension checks. If the amount of your insurance exceeds your monthly pension check, your pension check will be \$0, and you will be billed by OneSource Virtual (OSV) each month for the balance of your medical cost.
- **65 and Over Medical Coverage**
 - You must have been age 55 with 10 years of service or your combination of age and service totaled at least 75 as of December 31, 2004 in order to be eligible.
 - Post 65 Coverage is administered and billed monthly by NEBCO (AmWins). You must be enrolled in Medicare Parts A and B in order to be eligible for insurance through NEBCO (AmWins).
- **Dental and Vision Coverage**
 - You may elect to continue your dental and/or vision benefits as long as you continue to be eligible and have elected medical coverage. Retirees pay 100% of the cost for this coverage.

In the event you pre-decease your spouse, your spouse may continue to be covered on medical insurance through the Ocean Spray Retiree Benefit Program, ***provided you have elected a Joint and Survivor pension option***. If you do not elect a Joint & Survivor annuity option, your spouse will no longer be covered upon your death.

Benefit costs are subject to change each January. At the end of each calendar year, you will receive an Open Enrollment packet for the upcoming year. To make changes, you will need to complete and submit your elections by the communicated deadline.

Other Insurance Coverage(s)

BASIC GROUP LIFE / AD&D INSURANCE / SUPPLEMENTAL LIFE / AD&D INSURANCE / SPOUSAL LIFE INSURANCE / CHILD LIFE INSURANCE-

Insurance coverage ends as of the termination date entered in Workday. There may be options for you to continue this coverage, and you should receive an additional information package directly from The Hartford. If you do not receive your continuation package it is important you reach out to The Hartford; they can be reached at 877-320-0484. Approval for any continuation of coverage may be subject to evidence of insurability. The forms and applicable premium must be completed and returned to The Hartford within 31 days of the date benefits are terminated (your termination date). Please contact The Hartford with any questions at 877-320-0484.

SHORT-TERM DISABILITY / LONG -TERM DISABILITY / BUSINESS TRAVEL ACCIDENT INSURANCE-

Coverage ends as of your termination date entered in Workday.

FLEXIBLE SPENDING ACCOUNTS (FSA)-

Contributions will continue through the end of the pay period in which your employment ends. You may submit claims for eligible services incurred on or before your last day worked until March 31st of the following year. If you wish to continue participating in the health care spending account on an after-tax basis, or if you have any questions, please contact Sentinel Benefits at 1-888- 762-6088 or at www.sentinelgroup.com.

LONG TERM CARE INSURANCE-

If you are enrolled in Long Term Care insurance with UNUM, you may continue your coverage. To convert your long-term care insurance policy, you must complete and submit portability paperwork within 60 days of the date benefits are terminated (your termination date). To obtain copies of the paperwork, call 877-286-2852. Your coverage has not been transferred until you start paying the premiums directly to the insurance carrier. If you have not received a bill within 30 days, please call LTC Solutions, Inc. at 877-286-2852.

FARMERS AUTO AND HOME INSURANCE / VPI PET INSURANCE-

If you have an automobile, homeowner's or pet insurance policy with Farmers or VPI, you must transfer your policy to a non-group plan. When your policy renews, you will lose your group discount. Your discount for automobile insurance is not lost until your policy renews. Please contact Farmers directly at 1-800-438-6381 for automobile and homeowner's insurance or visit <https://myautohome.farmers.com/index.html#/home>.

Call VPI for pet insurance at 1-800-483-6388 or visit their website at <https://online.metlife.com/edge/web/public/benefits>

LEGALEASE-

Contributions will continue through the end of the pay period in which you are terminated. If you are enrolled in legal insurance through LegalEASE, you may continue your coverage by paying premiums directly to LegalEASE. For more details and payment information, contact LegalEASE at 1-800-248-9000. If a legal case has begun prior to your last day of work, the case will be handled by LegalEASE through its completion. Please visit the LegalEASE website at www.legaleaseplan.com/oceanspray to continue your coverage.

SUPERFRUIT POINTS-

If you leave Ocean Spray for any reason, you have 30 days to use any remaining points by contacting the recognition platform provider, O.C. Tanner, through their customer support: www.octanner.com/customersupport

TIME AWAY FROM WORK – VACATION/ COMPANY HOLIDAYS-

You will receive payment for your annual allotment of paid time off, less any used time prior to your termination date. You will not receive payment for any unused discretionary holidays or sick time. Your retirement date will be the first day of the month following your last day worked. You may not use any vacation time between your last day of work and your retirement effective date. You must work the day prior to your retirement date. For example, your retirement date is January 1st; you must be actively at work on December 31st.

STI / LTI / PFP BONUS-

Please reference the applicable plan document for your eligibility and payment opportunities for these plans.

OCEAN SPRAY CRANBERRIES 401(K) SAVINGS PLAN-

To find out more details about your 401(k) Plan, your distribution options, check your balance you can contact Fidelity Investments at **800-421-3844** or visit the 401(k) Plan website at www.401k.com.

- Call 800-421-3844 and enter your Social Security Number
- Enter your PIN [personal identification number]

- If you do not have your PIN, press “1” after you enter your Social Security Number and request a PIN reminder notice; you can also change your PIN by following the prompts. Confirmation of your PIN is mailed to your home address within 5 business days.
- You can also visit the 401(k) Plan website at www.401k.com

401(k) Plan FAQ's

What is the vesting schedule for the Ocean Spray 401(K) Plan company contributions?

Retirement Plan Vesting	
Years of Service	% Vested
1 year	0%
2 years	0%
3 years	100%

You are always 100% vested in your own contributions and the earnings on those contributions.

Are you eligible to receive the Discretionary Match? To receive the discretionary 401(k) match contribution, you must be an active participant in the plan on the last day of the fiscal month in which the pool closes and be employed on the day this award issued.

Are you eligible to receive the PFP? To be eligible for the PFP, you must be actively employed on the date the award is issued.

How can your name or address be changed? Please contact Fidelity directly at 800-421-3844.

Do you have an outstanding 401(k) loan? Should you have an outstanding loan balance, you have the option to either pay your loan off in full or to set up a monthly ACH deduction to continue paying any loan balance. Please contact Fidelity directly and speak with a Participant Services Representative to review your options.

OCEAN SPRAY CRANBERRIES DEFERRED COMPENSATION PLAN-

If you were eligible and participated in the Deferred Compensation Plan, your annual elections have already been captured for each election year. As a reminder, election may be a lump sum distribution or installment payments. If you elected installment payments, you will continue to receive installment payment, unless at the time of separation your relevant portion of your account is \$10,000 or less. In this case, you will receive the full payment of all remaining amounts in the form of a single lump sum payment as soon as practicable. Payments are generally made at the end of the calendar quarter in which you separated from the Company.

For more information, please contact the Fidelity Benefits Center at 800-421-3844, Monday through Friday 8:30am – 8:30pm EST.

Legal Disclaimer: The information provided in this guide is intended solely as general information and support and should not be construed as legal advice or a legally binding interpretation. In the event of any discrepancies or questions regarding rights, responsibilities, or procedures in this guide, the operative document (whether an official policy, plan document, or collective bargaining agreement) shall serve as the final authority and take precedence.

**SHOULD YOU HAVE ANY QUESTIONS REGARDING RETIREMENT AND/OR BENEFITS AT OCEAN SPRAY,
PLEASE CONTACT THE BENEFITS DEPARTMENT AT FITFORLIFEBENEFITS@OCEANSPRAY.COM.**

THANK YOU!

