

SALES CORRESPONDENCE  
CAMPBELL SALES COMPANY  
CAMDEN, NJ 08101-2499

DATE: October 26, 1984

SUBJECT: WELCOME TO CAMPBELL SALES COMPANY  
CWT:jlr

PERSONAL & CONFIDENTIAL

Dear Mr. Franzen:

All of my associates in Camden join me in welcoming you to the Campbell Sales Company. You have complimented us by choosing our Company for your business career, and we hope you will always be pleased with your decision.

In every profession, including selling, success is attainable only through constant study and practice. To assist you in developing your selling ability, you will have the opportunity of participating in formal training programs, in addition to the consistent on-the-job training by your Supervisor and your District Manager.

You have been informed about the many benefits which the Company provides for all Campbell people. As you receive your Basic Training Program materials, we suggest you review the employees' benefits provided for you.

Your employment date on our records is October 22, 1984

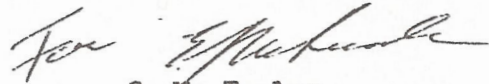
Your starting salary is \_\_\_\_\_ per month

Your headquarter hometown is Wausau, WI

Your file number is 2938

Should there be anything about your employment which you do not understand, we suggest you discuss it with Mr. Denholm promptly.

We believe that with mutual effort and understanding, your association with Campbell will be pleasant and profitable. Our very best wishes to you for success in a selling career with the Campbell Sales Company.



C. W. Taylor

Director - Personnel Development

Mr. P. J. Franzen  
Waukesha, WI

cc: Mr. E. V. Berry  
Mr. G. Denholm



## Playtex Family Products Corporation

700 Fairfield Avenue, P.O. Box 10064, Stamford, Connecticut 06904

May 2, 1990

Patrick J. Franzen  
962 Westfield Lane  
Schaumburg, IL 60193

Dear Pat:

This letter confirms our offer to join Playtex Family Products, Inc, as the Chicago District Manager. The salary offer is at \$ per year with annual reviews based on performance. Additionally you would receive our total benefit package which is summarized on the attached pages.

We sincerely hope you accept our offer and join the Playtex Team. You are the type of individual that would definately be an asset to our organization. At the same time, I feel we offer the growth opportunities as well as logical next steps in your personal development as a manager.

If you have any questions please let me know. I look forward to your decision and hope you decide to join our team!


Sincerely,

Mark R. Allen  
Central Region Manager  
Playtex Family Products, Inc.



Tyson Foods, Inc. P.O. BOX 2020 • Springdale, AR 72765-2020 • Phone (501) 756-4000

May 15, 1992

To: Pat Franzen  
From: Bruce Baird   
Subject: North Central Region Sales Management Position

This memo is to confirm Tyson Foods, Inc.'s offer to you, and your subsequent acceptance, of the North Central Region Sales Management position.

I am sending Personnel Action Forms for your completion under separate cover.

Per our agreement your salary will be \$58,500. You will also be eligible for up to 30% bonus based upon company profit, quota achievement, and personal development goals starting with FY 92/93 (Oct 92-Sep 93). Our company pays 28¢ per mile for business miles driven and reviews employees yearly in June. Your first formal review period will be June 1993.

Your official employment date will be 5/26/92. I am very pleased to welcome you to the Tyson team.

BB/sf

*Feeding you like family.™*



(PAID  
10/92)

Five ConAgra Drive  
Omaha, NE 68102-5005  
(402) 595-6000

April 5, 1995

Patrick Franzen  
152 Seton Place  
Streamwood, IL 60107

Dear Patrick:

We are excited about the opportunity to have you join our team. On behalf of Kevin Schwab, I am pleased to offer you the position of Key Account Manager in Chicago at a starting salary of \$2,384.61 bi-weekly, which would be \$62,000.00 on an annualized basis.

In addition, you will be eligible to participate in our Sales Incentive Plan with a targeted bonus of 22% of base salary, subject to Plan terms and conditions.

You will be eligible to participate in the ConAgra Frozen Foods employee benefit program described in the enclosed Benefits Summary and Portfolio.

As with all ConAgra Frozen Foods employment offers, this offer is contingent upon your passing our pre-employment drug screening program and verification of current base salary if you have not already done so. Base salary verification can be accomplished by submitting a current paycheck receipt.

It is with a great deal of confidence that we extend this offer to you. All of those with whom you talked here at ConAgra Frozen Foods were impressed with your background. We believe you will find your initial assignment challenging and interesting, and will be able to not only make a substantial contribution to our organization, but also achieve the personal progress you desire.

If you have any questions, feel free to contact me. We are pleased that you are joining the ConAgra Team.



Horizon Organic Dairy, Inc.  
P.O. Box 17577  
Boulder, CO 80308-7577  
6311 Horizon Lane  
Longmont, CO 80503  
Phone: 303-530-2711  
Fax: 303-530-6934  
www.horizonorganic.com



From Organic Farms Using NO ANTIBIOTICS, NO HORMONES, and NO PESTICIDES

September 15, 2000

Patrick Franzen  
5739 Sandhill Drive  
Middleton, WI, 53562  
608-827-8515

Dear Patrick,

It is my pleasure to confirm our offer of employment as North Central Regional Sales Manager for Horizon Organic. This is a full-time, exempt position reporting to Alan Witcher, Division Manager West. The details of our employment offer to you are confirmed below:

1. **Base salary:** \$3,269.24 per pay-cycle, (\$85,000.24 annualized), with 26 pay-cycles per year.
2. **Bonus:** You will participate in the Horizon Organic Bonus Compensation Plan at 15% of base salary at target performance with a maximum potential bonus of 30% of base salary for extraordinary performance. Bonus consideration is based on a combination of corporate and individual performance factors, the details of which will be defined by your respective manager.

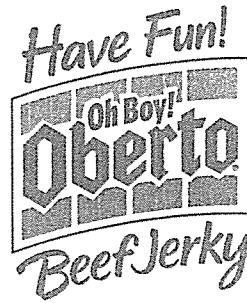
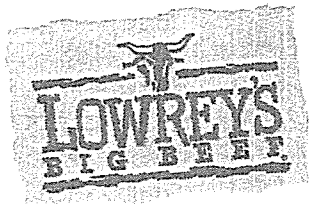
Your 2000 bonus plan will be prorated from date of hire through end of calendar year.

3. **Paid Time Off:** You will accrue Paid Time Off (PTO) at the rate of 16 days per employment year in addition to regular company holidays. You will accrue one additional day of PTO for each additional employment year up to a maximum of 26 days.
4. **Stock Options:** Upon approval of the Compensation Committee of the Horizon Board of Directors, you will be awarded, in accordance with the Horizon Organic Holdings Equity Incentive Plan, a vesting incentive stock option to purchase 5,000 shares of HOH common stock at the strike price at the close of business on your date of hire. Your option will vest at 25% per year with a five-year exercise period.



Winner, 14th Annual Corporate Conscience Awards – Environmental Stewardship

Pure from the beginning™



August 13, 2002

Patrick Franzen  
5739 Sandhill Drive  
Middleton, WI 53562

RE: Offer of Employment/Agreement

Dear Patrick:

Oberto Sausage Company ("Oberto") is pleased to offer you employment as a Regional Business Manager with the following terms:

1. Your employment as a Regional Business Manager will begin on September 3, 2002. Starting employment is contingent upon a satisfactory drug screen result, an acceptable motor vehicle record, and execution of the enclosed non-competition / non-disclosure agreements.
2. Your base salary will be paid biweekly, in the amount of \$5,611. This equates to \$116,220 annually. Your first performance and salary review is scheduled for January 1, 2003 and January of each year of employment thereafter.
3. You will be eligible to participate in the Sales Bonus program targeted at 30% of your salary (prorated from your date of hire), based upon achievement of performance objectives and profitability.
4. You will be eligible to make contributions in Oberto's 401(k) retirement plan the first day of the month following 3 months of continuous employment (December 1, 2002) up to 25% of your salary. Oberto's 401(k) contribution, currently at 4%, will begin the first day of the month following one continuous year of employment September 3rd, 2003. Based on your own contribution percentage, you will also be eligible for the company match of up to 4% following one year of employment.
5. You and your immediate family will be eligible for coverage by Oberto's medical, dental and vision insurance programs upon satisfaction of eligibility requirements the first day of the month following 3 months of continuous employment December 1, 2002.
6. You will be eligible for the company's standard vacation benefit (2 weeks) following one year of employment.
7. Oberto will provide you with a company vehicle. In the event that this vehicle is not available on your start date, Oberto will pay you a car allowance in the interim.

Oberto Sausage Company ■ 7060 S. 238<sup>th</sup> Street ■ Kent, Washington 98032

Phone: (253) 437-6100 ■ Toll Free (877) 234-7902

Website: [www.oberto.com](http://www.oberto.com)



NISSIN FOODS (USA) CO., INC.

2001 West Rosecrans Avenue  
Gardena, California 90249  
Tel: 310 / 327-8478  
Fax: 310 / 515-3751

June 10, 2009

Patrick Franzen  
5739 Sandhill Drive  
Middleton, WI 53562

Dear Patrick,

The purpose of this letter is to formally extend to you an offer of employment with Nissin Foods (USA) Co., Inc. at our Gardena based operations. The terms and conditions of employment for this position are as follows:

- |                                    |  |
|------------------------------------|--|
| Department:                        | Sales & Sales Fund Group   |
| Location:                          | Corporate Sales/Upper Midwest  |
| Effective Date:                    | a.s.a.p.   |
| Salary:                            | \$4,000.00 payable semimonthly.<br>Salary reviews are January 1 <sup>st</sup> of each year.  |
| Orientation Period:                | 90 days from date of hire. During this period of time, we will be able to determine if your new job is suitable for you and your supervisor will review your performance. However, the completion of the orientation period does not guarantee employment for any period of time thereafter.   |
| Paid Vacation:                     | One (1) week after (1) year of employment.<br>Two (2) weeks after two (2) years of employment.<br>Three (3) weeks after five (5) years of employment.<br>Four (4) weeks after twenty (20) years of employment.   |
| 401(k):                            | Eligible after one year of continuous employment with 25% company matching contribution up to 6% of annual salary.   |
| Health Insurance & Other Benefits: | <ul style="list-style-type: none"><li>- Contributory group medical (including dental/optical) for yourself and spousal family.</li><li>- STD (short term disability) income protection plan.</li><li>- Salary Continuation up to (3) three months (depending on length of service).</li><li>- LTD (long term disability), income protection plan.</li><li>- Company paid life insurance equal to annual salary.</li><li>- Effective on the first of the month following thirty days of employment.</li></ul> |





Ph: 800-233-7009  
Fx: 888-817-1634

May 23, 2018

Mr. Patrick Franzen  
5739 Sandhill Drive  
Middleton, WI 53562

Dear Mr. Franzen:

It is my pleasure to extend the following offer of employment to you on behalf of DAS Companies, Inc.

**Position Title:** National Account Manager, Convenience Division.

**Reporting Relationship:** The position will report to the Director of Convenience Store Division.

**Base Salary:** Will be paid in weekly installments of \$\_\_\_\_\_, which is approximately \$\_\_\_\_\_ on an annual basis and subject to deductions for taxes and other withholdings as required by law or the policies of the company. You are also eligible for 2% commission for all new business. It is determined by your manager based on achievement/performance.

**Company Equipment:** Standard company equipment will be issued. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information.

**Benefits:** The current, standard company health, life, disability, vision and dental insurance coverage are generally supplied per company policy. Eligibility for other benefits, including 401(k), will generally take place per company policy.

**Vacation and Personal Emergency Time Off:** Vacation is offered at two weeks per year. Personal and/or emergency days are reasonably tolerated per company policy.

**Start Date:** June 4, 2018

**Travel Expenses:** Normal and reasonable expenses will be reimbursed on a weekly basis per company policy. For your convenience a copy of our expense reimbursement policy is included with your new hire packet. You will be setup on Concur as well as sent instructions regarding use for this software.

**Corporate Office**  
724 Lawn Road  
Palmyra, PA 17078  
[www.dasinc.com](http://www.dasinc.com)