

THE FOLLOWING IS EXHIBIT "T" REFERRED
TO IN THE AFFIDAVIT OF MARK J. WONG
SWORN JANUARY 14, 2015



Commissioner for Taking Affidavits

EXAMPLES OF KERP RETENTION BONUS CALCULATIONS FOR STORE TEAM LEADERS

Example 1: The employment agreement for a Store Team Leader (STL) provides for 16 weeks' notice or pay in lieu upon termination. The STL will work or receive pay under the Employee Trust for 16 weeks. The STL's KERP bonus payment would be 12 weeks' base salary (28 weeks minus 16 weeks), payable when his or her services are no longer required.

Example 2: The employment agreement provides for 20 weeks' notice or pay in lieu upon termination. The STL will work or receive pay under the Employee Trust for 20 weeks. The STL's KERP bonus payment would be 12 weeks' base salary (28 weeks minus 16 weeks), payable when his or her services are no longer required.

Example 3: The employment agreement provides for 30 weeks' notice or pay in lieu upon termination. The STL will work or receive pay under the Employee Trust for 30 weeks. The STL will not receive a KERP bonus payment as he or she is eligible for a payment of more than 28 weeks from the effective date of notice.

Note: The above examples are for information purposes only. All payments and benefits are subject to the terms and conditions of the Employee Trust Agreement, the Initial Order and your employment agreement.