

JOBS CERTIFICATE

STATE OF ILLINOIS)
) SS
 COUNTY OF COOK)

Dated: January 12, 2016

The affiant, The Hillshire Brands Company, a Maryland corporation (the “Developer”), hereby certifies with respect to that certain Hillshire Brands Company Redevelopment Agreement between the Developer and the City of Chicago dated February 1, 2013 (the “Agreement”) that:

- as of December 28, 2015, 534 FTEs were employed at the Developer Space;
- there has been no default under the Jobs Maintenance Compliance Period covenant;
- there has been no default under the Headquarters Maintenance Compliance Period covenant; and
- the 10 individuals listed in the chart below are the 10 highest-paid FTE employees whose primary offices were located at the Developer Space as of December 31, 2015:

Job Title of Employee (most senior title of Employee during the 2015 calendar year)	Number of Months employed at Developer Space during the year	Paid from Developer Space as of December 31, 2015? (Y or N)	Work hours total at least 35 per week? (Y or N)	Work hours total at least 1750 during the year (Y or N)	Independent contractor, third-party service provider, consultant, or ancillary services employee? (Y or N)
Chief Human Resources Officer	12	N	Y	Y	N
President and Chief Global Growth Officer	12	N	Y	Y	N
Chief Commercial Officer and President, Foodservice Sales and Marketing	12	N	Y	Y	N
President Retail Packaged Brands	12	N	Y	Y	N
SVP Customer Growth Capabilities	12	Y	Y	Y	N
SVP, Foodservice Sales	12	N	Y	Y	N
SVP, Insights & Innovation	12	N	Y	Y	N
SVP, Total Rewards	1.5	N	Y	Y	N
Tax Director	12	Y	Y	Y	N
VP Network Strategy	12	Y	Y	Y	N

The Developer understands that, pursuant to the Agreement, HED has the right, at its option, to request and receive additional documentation reasonably evidencing the Developer's compliance with this certification.

All capitalized terms which are not defined herein have the meanings given such terms in the Agreement.

[signature page follows]

THE HILLSHIRE BRANDS COMPANY,
a Maryland corporation

By: 
Name: Brian Hunter
Title: Assistant Secretary

Subscribed and sworn before me this 12th day of January, 2016


My commission expires: 6/21/2016

