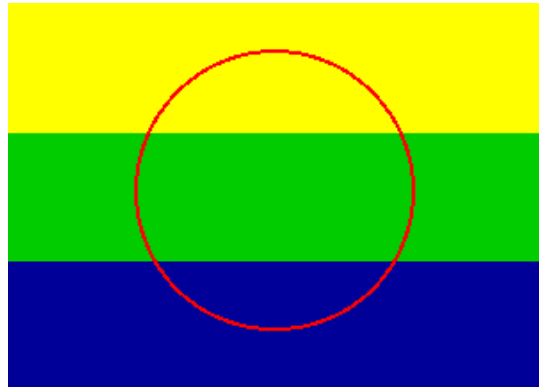


Severance Policy

PEGUIS FIRST NATION



Adopted: BCR 09/04/29

PEGUIS FIRST NATION

Severance Policy

Severance is defined as the severing or ending of the employee/employer relationship.

Severance pay consists of payment to an employee who has been employed for twelve consecutive months or more.

All qualified band employees, between the period of January 16, 2007 and August 26, 2008, shall be subject to the grandfather clause relating to severance pay to a maximum of thirty (30) years, with the exception of those employees who employment has been terminated for reason(s) just cause.

General Provisions and Procedures

- 1 The rate of severance pay will be based on the employee's latest effective rate of pay.
- 2 Severance pay will be paid to the employee's estate in the event of death of the employee.
- 3 Severance pay will be paid out over the course of two years from the last day of employment.
- 4 Severance pay will apply to those laid off employees who have worked for 12 months or more; and whose lay-off has extended beyond the three-month lay-off period and become permanent.
- 5 This Severance Policy shall apply to all band programs and services.