



Inclement Weather Policy

While many of our locations generally enjoy mild weather, there are occasions when there can be the potential for flooding, snow and ice storms. All employees are expected to report to work unless public transportation has been shut down due to extreme weather in the area where your Trident office, plant or facility is located. If you have any doubt about whether to report to work, you should contact your immediate supervisor or company representative prior to your scheduled starting time.

Quite often, bad weather conditions are localized in our area and, simply by waiting, you may be able to safely arrive at work later in the day. Under these circumstances, you should call your immediate supervisor to advise him or her of the poor weather conditions in your area and your expected time of arrival. Depending upon the circumstances, your supervisor may tell you simply to remain home that day.

In the event that your Trident office, plant or facility is opened late or closed early because of hazardous weather, the following will be applied for paying wages to nonexempt employees:

- If the office opens late or closes early due to inclement weather, employees will be paid for actual hours worked.
- Employees who do not report to work when the office is open will not be paid for the day. With supervisor approval, the individual may take the day as a vacation day or unpaid personal leave.
- It may be necessary to work longer hours later in the week due to a closing. Overtime pay will be paid for those nonexempt employees who actually work more than 40 hours in that week.

You should use your best judgment in deciding whether it is reasonable for you to attempt to get to work.

TRIDENT SEAFOODS CORPORATION

5303 Shilshole Ave NW, Seattle, WA 97107-4000 | 206-789-8545 | Fax: 206-782-5595