

July 26, 2010

Fred Webberking

Dear Fred:

Wells' Dairy, Inc. has been impressed with your efforts and contribution towards our Vision to be universally recognized as the most respected manufacturer and marketer of ice cream and dairy products. To that end, we are pleased to extend to you the following internal offer of employment:

- **Position: CI Specialist, Processing** reporting to John Chandler, Senior Manager CI, with an effective date **to be determined based on a transition period to support current SICP workload.**
- **Salary and Bonus:** Your current base salary and incentive level will continue as is in your new role.

Fred, we are excited about the opportunities for you in this new role. Please confirm as indicated below that you wish to accept this position and opportunity. Please retain a copy of this letter for your files; return the original letter to me at your earliest convenience. In the interim, if you have any questions please don't hesitate to call me.

Sincerely,

John Chandler
Senior Manager, CI

Confirmation:


Fred Webberking


Date