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IN THE CIRCUIT COURT OF HARRISON COUNTY, WEST VIRGINIA

LENORA PERRINE, et al., individuals )  
residing in West Virginia, on behalf of )  
themselves and all others similarly situated, )

Plaintiffs, )

E. I. DU PONT DE NEMOURS AND )  
COMPANY, et al., )

Defendants. )

CIVIL ACTION NO.  
04-C-296-2  
Thomas A. Bedell,  
Circuit Judge

ORDER APPROVING SEVERANCE PLAN FOR KEY CLAIMS OFFICE  
SETTLEMENT EMPLOYEES

BEFORE the Court, is the September 28, 2015 Report of the Claims Administrator recommending that key Claims Office employees of the Settlement receive the following severance payments, in order to facilitate their working for the Settlement through the completion of the Remediation Program. After reviewing the Report, and considering all the facts and circumstances, it is hereby ORDERED, ADJUDGED and DECREED as follows:

1. Mike Jacks resigned as an employee of the Settlement on September 15, 2015, but will work for the Settlement on an hourly basis, as needed, at the rate of \$150 per hour, the same amount the Settlement was paying for his work while he was an employee, with time devoted to these services not to exceed 40 hours per month, unless more work is requested by the Claims Administrator. Work performed by Mike Jacks within the scope of such engagement shall be subject to the same Judicial Immunity accorded the Claims Administrator and his employees; and
2. Employees, Paul Emerson, Sarah Cayton and Christy Mullins shall be paid severance pay at the rate of one month of salary for every year of service, capped at three

months, should they work through the completion of the Remediation Program,  
which is estimated to be December 31, 2016.

**IT IS SO ORDERED.**

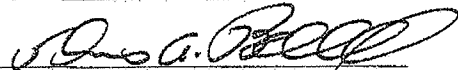
The Clerk of this Court shall provide certified copies of this Order to the following:

David B. Thomas, Esq.  
James S. Arnold, Esq.  
Thomas Combs & Spann, PLLC  
P. O. Box 3824  
Charleston, WV 25338  
*DuPont's Finance Committee Representative*

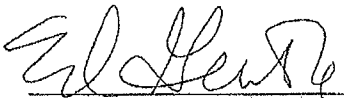
Edgar C. Gentle, III, Esq.  
Settlement Claims Office  
P.O. Box 257  
Spelter, WV 26438  
*Claims Administrator*

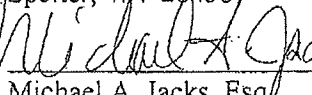
Virginia Buchanan, Esq.  
Levin, Papantonio, Thomas, Mitchell,  
Rafferty & Proctor, P.A.  
P.O. Box 12308  
Pensacola, FL 32591  
*Plaintiffs' Finance Committee Representative*

ENTERED this 9 day of OCTOBER, 2015.

  
Thomas A. Bedell  
Circuit Judge of Harrison County,  
West Virginia

This Order Prepared By:

  
Edgar C. Gentle, III, Esq.  
Gentle, Turner, Sexton, & Harbison, LLC  
P.O. Box 257  
Spelter, WV 26438

  
Michael A. Jacks, Esq.  
Jacks Legal Group, PLLC  
378 Lawnview Drive  
Morgantown, WV 26505

STATE OF WEST VIRGINIA  
COUNTY OF HARRISON, TO-WIT

I, Donald L. Kopp II, Clerk of the Fifteenth Judicial Circuit and the 18<sup>th</sup>  
Family Court Circuit of Harrison County, West Virginia, hereby certify the  
foregoing to be a true copy of the ORDER entered in the above styled action  
on the 9 day of October, 2015

IN TESTIMONY WHEREOF, I hereunto set my hand and affix

the Seal of the Court this 9 day of October, 2015.

*Donald L Kopp II*  
Fifteenth Judicial Circuit & 18<sup>th</sup> Family Court  
Circuit Clerk  
Harrison County, West Virginia