

June 26, 2014

SODEXO WILL INCLUDE UNIT CLOSINGS IN OUR BENEFITS CALCULATIONS

WHAT: EXTENDING THE REACH OF SODEXO'S BENEFITS PACKAGE TO MORE EMPLOYEES

Effective Jan. 1, 2015, Sodexo employees who work an average of 30 hours per week during the weeks their units are open in a calendar year will be eligible for Sodexo's benefits package. Among other things, our benefits include company subsidized health care, paid time off, 401(k) and life insurance.

We anticipate this change will provide access to Sodexo benefits to approximately 5,200 additional employees in North America.

HOW: STAYING COMPETITIVE AND REWARDING OUR EMPLOYEES

In order to align with industry practices and to provide a competitive total rewards package, employees who work an average of 30 hours a week when the unit is open will be eligible for benefits. Previously, we based the eligibility decision on hours worked for all 52 weeks.

WHY: NAVIGATING THE CHANGING HEALTH CARE LANDSCAPE; DOING WHAT'S RIGHT FOR OUR EMPLOYEES AND THE COMPANY

As we study the impact of the Affordable Care Act and the changing health care landscape, we're finding that we can be competitive in our market and offer employees these benefits in 2015.

We continually review our practices and policies to ensure we are maintaining our competitiveness, caring for our employees, managing costs and complying with the law. These principles still drive our efforts today.

Competitiveness

- Ensuring we remain well-positioned to continue attracting and retaining top talent
- Fulfilling our obligation to our employees and shareholders to meet our financial goals

Caring for employees, our foremost concern

- Providing extensive resources to support employees' needs
- Creating and maintaining jobs
- Providing competitive total rewards packages
- Training and development to advance their careers

Costs

- Effectively and efficiently managing increasing health care costs for employees and the organization

Compliance with the law

- Ensuring compliance with all Federal guidelines as our starting point

WHEN: EFFECTIVE JANUARY 2015

Employees will be notified of their eligibility at the start of the open enrollment in November. New benefits will begin on Jan. 1, 2015.