



Employee FAQ with Resource Sheet

1. Why is the Company liquidating?

We deeply regret taking this action. Widespread strikes by the Bakers Union forced us to cease operations because we can no longer produce or deliver product.

2. How long will my job continue?

All Hostess Brands employees will lose their jobs; some sooner than others. After today, you should remain home and you will be notified of your termination date. All of Hostess Brands' bakeries and distribution centers will be closed after today. Retail stores will continue to sell left over product for a few days and then will close. With a few exceptions, most people companywide, including those in our corporate offices, will be asked to stay home.

3. Have all positions in the Company been eliminated?

A small number of positions will continue for a set period of time to complete the Wind Down of the business. People in those positions have already been notified. Everyone else will be asked to stay home, beginning tomorrow.

4. When will I receive my last paycheck?

You will be paid through the date of your termination in accordance with the normal payroll schedule. Employees who receive their pay through direct deposit will continue to have their pay deposited directly into their designated bank account and the check stub will be mailed to their homes.

5. Who can I contact if I do not receive my last paycheck in the mail?

Call the AskHR Help Line: 1-800-HOSTESS or go to their website: askhr@hostessbrands.com



6. I don't have a computer or any access to the Internet. How can I access the website?

Your local library should have computers available that you can use, and library staff can assist you if you are not familiar with use of the Internet. You may also have friends or neighbors who can provide Internet access and assistance.

7. I have submitted expense claims that have not been paid. How do I get reimbursed?

We have requested that the Bankruptcy Court allow the use of our lenders' cash collateral to pay valid expense claims, but there can be no assurance that the request will be granted.

8. Will I be paid for unused vacation time?

Unfortunately, unused vacation time will not be paid out at this time; funds for these amounts are not in the Wind Down budget that our lenders approved.

9. Are severance benefits being paid?

Severance will not be paid at this time; funds for these amounts are not in the Wind Down budget that our lenders approved.

10. Will I be eligible for unemployment benefits?

It depends on what state you are in and if you went on strike. For example, in some states, striking employees are not entitled to unemployment benefits. You are encouraged to contact the unemployment office for your state. The following website can help you locate your nearest state employment office: www.servicelocator.org.



11. What will happen to my 401(k) account?

The Wind Down will not impact the money you already invested in your 401(k) account or your right to your benefits under the plan. The money invested in your 401(k) account is held in a trust on your behalf. Creditors of Hostess Brands have no legal right to take money from your 401(k) account.

You will cease making contributions to the 401(k) plan after your termination of employment and any unvested amounts in your 401(k) account will be forfeited. You should contact the Recordkeeper, Principal, to discuss any questions regarding distributions from your 401(k) account and treatment of any outstanding loans.

12. What will happen to my pension benefit in the IBC Defined Benefit Plan?

Because the Defined Benefit Plan sponsored by Hostess Brands does not have sufficient assets to cover all liabilities, the Plan will be terminated and the Pension Benefits Guaranty Corporation (PBGC) will assume its liabilities. PBGC will pay benefits according to a complex set of legal rules. Once the Plan is terminated, you will receive information directly from the PBGC regarding your benefits.

13. My pension benefits are provided under a Multi Employer Pension (MEPP) plan. What will happen to those MEPP pension benefits?

Hostess Brands suspended payments to the MEPPs as of August, 2011. For active employees, the circumstances differ for each MEPP, so you should contact the administrator of the MEPP that you participate in.



14. What will happen to my medical and dental benefits under the Hostess Brands sponsored plan?

Your coverage under the Hostess Brands medical plan will end on the last day of the month of your termination of employment. Costs for medical and dental services that you incurred prior to your separation from service should be submitted as soon as possible. The Company is requesting permission from the Bankruptcy Court to pay medical and dental costs that were incurred before your termination date but not yet submitted for payment. There is no guarantee that the Court will approve payment of these costs. The Website www.hostessbrands.info will be updated to provide more information when it is available.

15. Will continuation coverage (i.e., COBRA) be offered benefits under the Hostess Brands sponsored plan?

Continuation coverage may be available through COBRA for employees who were on the Hostess medical plan.

16. What will happen to my medical and dental benefits under union-sponsored plans to which the Company makes contributions on my behalf?

Hostess Brands has terminated its contributions to all union-sponsored plans (also known as Taft-Hartley plans). Your benefits may have ended on the date you separated from service or the date the Company's participation in the plan was terminated, whichever occurred first. Contact your plan administrator for information on whether you still have coverage.

17. Will continuation coverage (i.e., COBRA) be offered under such union-sponsored plans?

You should contact your plan administrator for information about continuation coverage related to these plans.



18. What will happen to my Health Care Reimbursement Fund or Dependent Care Fund?

Qualified expenses are eligible for reimbursement if the claim was incurred on or before the date of your termination. Any additional amounts held in Flexible Spending Accounts are forfeited as required by IRS tax regulations. Participants may obtain additional information regarding their Flexible Spending Accounts from BMO Benefit Services at 800-236-3539 or www.bmo.com/bmoflex or their tax advisor.

Employee Benefit Vendors List - Contact for Employees

Please be aware not all employees participate in all plans or programs listed

Vendor Address & Type of Services	Contact Information
Interstate Brands Companies Retirement Income Plan IBC Unit Elect Retirement Savings Plan Interstate Brands Companies Employee Savings Plan <u>Trustee/Record Keeper</u> Principal Financial Group 711 High Street Des Moines, IA 50392	1-800-547-7754 www.hostess.principal.com
ASPCA-Pet Insurance <u>Insurer</u> 3840 Greentree Avenue SW Canton, OH 44706	1-866-861-9092 www.aspcapetinsurance.com/hostess
BlueCross BlueShield Medical/Rx <u>3rd Party Administrator</u> P.O. Box 66044 Dallas, TX 75266	1-888-528-7599 www.bcbstx.com/hostess
BCBS 24-Hour Nurse Line	1-888-528-7599
CIGNA Medical/Dental/Vision/Rx <u>3rd Party Administrator</u> P.O. Box 5200 Scranton, PA 18505	1-800-244-6224 www.mycigna.com
CIGNA 24-Hour Nurse Line	1-800-244-6224

<p>CIGNA EAP <u>3rd Party Administrator</u> 11095 Viking Drive Suite 350 Eden Prairie, MN 55344</p>	<p>1-877-622-4327 www.cignabehaviorial.com Employer ID: Hostess</p>
<p>Delta Dental <u>3rd Party Administrator</u> P.O. Box 1809 Alpharetta, GA 30023</p>	<p>1-800-521-2651 www.deltadentalins.com</p>
<p>EyeMed Vision Care <u>3rd Party Administrator</u> P.O. Box 8504 Mason, OH 45040</p>	<p>1-866-939-3633 www.eyemedvisioncare.com</p>
<p>Guardian Disability/Life/Dental <u>Insurer</u> 7 Hanover Square Customer Service, H-6-D New York, NY 10004</p>	<p>1-212-598-8000 www.GuardianAnytime.com 1-800-541-7846 (dental claims)</p>
<p>HSA Bank <u>3rd Party Administrator</u> P.O. Box 939 Sheboygan, WI 53082</p>	<p>1-800-357-6246 www.hsabank.com</p>
<p>Hostess Benefits Center/SHPS</p>	<p>1-888-556-8636 www.enrollone.com/hostess</p>
<p>Flexible Spending Accounts <u>3rd Party Administrator</u> BMO Benefit Services 221 West College Avenue P.O. Box 2517 Appleton, WI 54912</p>	<p>1-800-236-3539 www.bmo.com/bmoflex</p>
<p>Independence BlueCross <u>Insurer</u> 1901 Market Street Philadelphia, PA 19103</p>	<p>1-800-275-2583 www.ibx.com</p>
<p>Independent Health <u>Insurer</u> 511 Farber Lakes Drive Buffalo, New York 14221</p>	<p>1-800-501-3439 www.independenthealth.com</p>

Principal Disability/Life/AD&D <u>Insurer/3rd Party Administrator</u> 711 High Street Des Moines, IA 50392	1-800-262-3283 (disability claims) 1-800-245-1522 (life claims) www.principal.com
Vision Service Plan <u>Insurer</u> P.O. Box 997105 Sacramento, CA 95899	1-800-877-7195