

Letter of Understanding

Between St. Mark's Living and UFCW LOCAL 1189

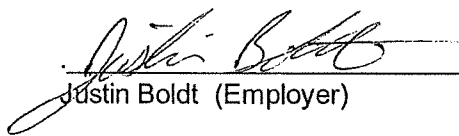
Employee Referral Bonus Program

It is agreed upon that the Employer shall offer an Employee Referral Bonus on a temporary basis from July 17th, 2023 through October 15th, 2023. This Employee Referral Bonus will be in place of any existing Employee Referral Bonus programs that are of a lesser amount. At the conclusion of this LOU the employer will return to the previous Employee Referral Bonus indicated in the CBA.

For the employee to qualify for this Referral Bonus, the person they refer (i.e. the Applicant) must enter the referring employee's name on their online job application, under the question "How did you hear about us?". New candidates hired as on-call or temporary status are not eligible for the team member referral bonus.

The employee who makes the referral will be eligible for a \$1000 Employee Referral Bonus as soon as administratively possible after the applicant has worked six (6) months of employment, providing that both the applicant and the referring employee are still actively employed as of that date. An employee will be eligible for a \$1000 bonus for each newly hired applicant they refer during the specified dates of this Program, and who remains employed under the above conditions.

The job application must be submitted online via the iCIMS online application process between the dates of July 17th, 2023 through October 15th, 2023, inclusive.


Justin Boldt (Employer)


Diana Tastad-Damer (union)

7/17/2023
Date

7/18/23
Date