

Letter of Agreement

By and between

UFCW Local 1189

And

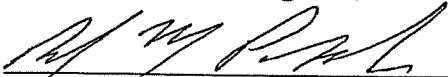
Long Prairie Packing Company, LLC

In regard to the new points-based attendance policy at Long Prairie Packing which took effect in April 2023:

The Company agrees that any disagreement with the Company's enforcement of the attendance policy may be addressed through the grievance procedure outlined in the current collective bargaining agreement.

The Company further agrees to institute a practice of "Deferred Termination" for employees with one or more years of seniority, who have reached 8 points under the Attendance Policy and are subject to termination, whereby the Company will defer termination for thirty days to give the member a chance to achieve a one point buy back under the policy, and as a result not be subject to termination unless/until the member receives more attendance violation points that again put them at 8 points or more. This "Deferred Termination" would only be available to an employee once in a rolling 12-month period.

Long Prairie Packing Co., LLC



SIGNATURE

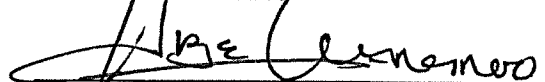
EVP Human Resources

TITLE

8/3/2023

DATE

UFCW/Local 1189



SIGNATURE

SECRETARY - TREASURER

TITLE

8/4/2023

DATE