

**Letter of Understanding by and between Miner's, Inc. dba Woodland Marketplace
Foods and UFCW Local 1189**

WHEREAS, the United Food and Commercial Workers Union Local 1189 (hereinafter referred to as the "Union") and the Employers, Miner's, Inc dba Woodland Marketplace Foods, hereinafter referred to as the "Employer" have reach an Understanding as such:

That the parties have agreed to combine the Woodland Marketplace Foods contract and its employees into the AGRA Food and Meat Contracts for this next year or which time the parties renegotiate the AGRA Grocery and Meat Contracts expiring on April 20, 2025.

For purposes of operations and flexibility all provisions of the AGRA Contract will be in force with the following exceptions:

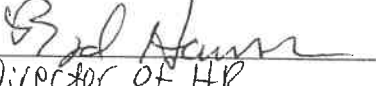
1. Wages for Department Heads will increase by \$0.85 per hour until wages are renegotiated with the ARGGA contract expiring April 20, 2025. Full-time employees will increase by \$0.75 per hour, part-time employees will increase by \$0.70 per hour, and baggers/utility workers will increase by \$0.40 per hour. This pay will be retroactive to April 28, 2024.
2. Part-time employees will maintain their hours already worked in their progression. When they meet their next 1040-hour threshold, they will advance to the next higher wage on the part-time ARGGA wage rate as published in the ARGGA contract expiring April 20, 2025.
3. Both parties agree that David Angell will continue to be treated as a pre-05/01/2005 employee. As unforeseen in the conversion, Mr. Angell will now be subject to paying a premium share of \$11.00 per week for Single health care premium under the ARGGA agreement and any subsequent increases, the Employer will increase Mr. Angell's pay by an additional \$0.50 per hour to offset the unforeseen increase cost to him personally. This increase is above the already agreed upon increase. Mr. Angell was moved from \$19.16 per hour to \$19.86 per hour. This would now move his wage to \$20.36 per hour.
4. The Letter of Agreement dated September 23, 2022 will no longer be in force and be eliminated. The current meat manager will have his wage adjusted and will be paid at the Meat Manager rate in the current ARGGA agreement.
5. Health and Welfare as well as Pension contributions will continue to follow the ARGGA agreement.
6. The parties have agreed to keep operations consistent with the current operations and the combining of the Woodland Marketplace contract consolidation into the ARGGA agreement is not intended to change current operations. Employees are not restricted in terms of working across departments including the Meat department employees and vice versa for all other employees. This provision will continue even after the negotiations are completed with the renewal of the ARGGA agreement in 2025.
7. Specific to Michael Herrick, both parties agree to treat Mr. Herrick as a full-time employee hired prior to 05/01/2005 for purposes of the Woodland Marketplace Foods labor contract consolidation into ARGGA's 1189 existing contract. This will maintain his benefit

of receiving Christmas Eve pay and Good Friday pay, while adding premium pay for Sunday worked time at a rate of time and one half, when scheduled by mutual agreement.

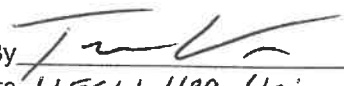
8. The parties agree that issues may arise that were not specifically addressed during the Spring 2024 negotiation process. The parties agree that should these issues arise, the parties will make a good faith effort to negotiate a solution to any problem or concern.

IN WITNESS WHERE OF, the parties have set their hand this 2 day of July, 2024.

Miners, Inc. dba
Woodland Marketplace Foods

By 
Its Director of HR

UFCW Local 1189

By 
Its UFCW 1189 Union Rep.