

**LETTER OF UNDERSTANDING**  
**Article 7.2.A.: Vacation Overtime**

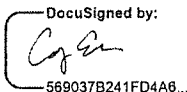
The purpose of this Letter of Understanding is to document the historical, current and future procedure regarding vacation overtime.

In 2010, the Employer changed its policy of vacation overtime disbursements from a weekly accrual use to an anniversary lump sum disbursement. From 2010 to approximately 2015, the Employer included the overtime vacation hours payout disbursements in the subsequent year's calculation of the lump sum disbursement.

The Employer and the Union agree that the hours of vacation overtime paid out in any given year are not added into the vacation overtime calculation for the subsequent year. Furthermore the Union and Employer agree that any opposing interpretation is not supported by the current collective bargaining agreement as it would result in pyramiding or duplicating paid time off earnings.

In good faith and in an effort to resolve this dispute, the Employer agreed to calculate the top 25 current and eligible employee vacation overtime earnings according to the procedure used as described above from 2010-2015 for years 2020-2024. The Union has agreed to this resolution and those employees will be issued the calculated compensation.

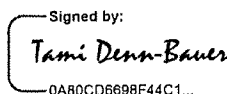
FOR LUND FOOD HOLDINGS, INC.

By:  569037B241FD4A6...

Its: Casey Enevoldsen  
Vice President, Employee Experience

Date Signed: 10/23/2024

FOR UNITED FOOD AND COMMERCIAL  
WORKERS LOCAL 1189

By:  0A80CD6698F44C1...

Its: Tami Denn-Bauer  
Business Agent, Recording Secretary

Date Signed: 10/23/2024