

**LETTER OF UNDERSTANDING  
BY AND BETWEEN  
UFCW LOCAL 1189  
And  
YONA NORTHSTAR, LLC**

The following agreement was reached between the parties during the 4/1/2025 wage negotiations for Yona Solutions employees working at the Estates at Linden.

The following wage scale will replace the current wage scale in the CBA. Employees within the scale will move to the appropriate wage rate based on the chart below and progress on their anniversary if applicable. The parties agree that Alexis Leclair will move to the 5-year wage rate upon ratification.


Hire: 16.25  
1 year: 16.82  
2 year: 17.41  
3 year: 18.02  
4 year: 18.65  
5 year: 19.30  
6 year: 19.98  
7 year (top): 20.67

Overscale employees will receive \$1.00 per hour added to their current rate.

All wage increases will be retroactive to 4/1/2025.

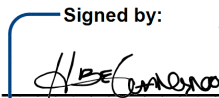
**For the Employer**

**Name** \_\_\_\_\_ Kristin Burch

**Signature**  **Date** 5/21/2025  
Signed by: 19C019351EE3420...

**For the Union**

**Name** \_\_\_\_\_ Abraham Wangnoo

**Signature**  **Date** 5/21/2025  
Signed by: 1D6EFC579BD3448...