

APPENDIX C

Letter of Agreement
By and Between
Arrowhead Retail Grocer's Alliance
And
United Food and Commercial Worker's Union Local 1189
Grocery Bargaining Unit

This Agreement is entered into and is effective on April 29, 2013, between Arrowhead Retail Grocer's Alliance and United Food and Commercial Worker's Union, Local 1189 Grocery Bargaining Unit chartered by the United Food and Commercial Workers Union.

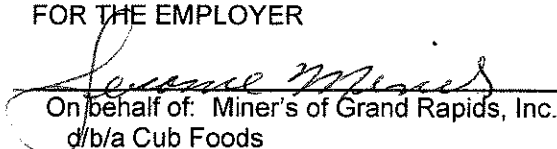
Whereas, the employer members of the Arrowhead Retail Grocer's Alliance (collectively the "Employers" and individually "Employer") and United Food and Commercial Worker's Union Local 1189 Grocery Bargaining Unit (the "Union") recognize the need to extend the current collective bargaining agreement between the Employer and the Union (the "Labor Contract") in anticipation of the 2014 implementation of the federal Affordable Care Act.

Whereas this Agreement extends the current Labor Contract for one (1) year with all language, terms, letters of understanding, and conditions remaining the same except the following changes:

1. Add to Health & Welfare Article: Employees may apply up to 3 days of vacation time per year for the sole purpose of increasing compensated time in the event the Employee is short hours for purposes of a monthly health fund contribution. If all vacation time is already scheduled, time must be removed from the vacation schedule.
2. Move Personal Day language from Holiday Article to Vacation Article and pay earned Personal Days based on the Employee's average daily hours.
3. Health and Welfare rate increase effective July 1, 2013:
Family \$1,090/month
Single \$460/month
4. Health & Welfare Article subject to reopening on or after August 1, 2013 by either party on 30 days' notice.
5. Increase beginning wage rate for new Part Time Food Handling Employees to \$7.50/hour and delete the "520 Hours" wage progression.
6. Increase beginning wage rate for new Part Time Non-Food Handling Employees to \$7.40/hour and increase the "1040 Hours" progression to \$7.50.
7. Wage increase of \$.35/hour for top and over scale employees retroactive to April 28th, 2013.
8. New contract expiration date April 26, 2014 (one year agreement)

Dated this 15 day of June 2013

FOR THE EMPLOYER


On behalf of: Miner's of Grand Rapids, Inc.
d/b/a Cub Foods

FOR THE UNION


Daniel Hudyma - Union Representative

APPENDIX C

Letter of Agreement
By and Between
Arrowhead Retail Grocer's Alliance
And

United Food and Commercial Worker's Union Local 1189
Meat Bargaining Unit

This Agreement is entered into and is effective on April 29, 2013, between Arrowhead Retail Grocer's Alliance and United Food and Commercial Worker's Union, Local 1189 Meat Bargaining Unit chartered by the United Food and Commercial Workers Union.

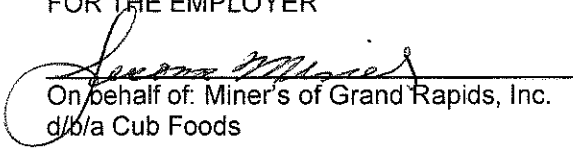
Whereas, the employer members of the Arrowhead Retail Grocer's Alliance (collectively the "Employers" and individually "Employer") and United Food and Commercial Worker's Union Local 1189 Grocery Bargaining Unit (the "Union") recognize the need to extend the current collective bargaining agreement between the Employer and the Union (the "Labor Contract") in anticipation of the 2014 implementation of the federal Affordable Care Act.

Whereas this Agreement extends the current Labor Contract for one (1) year with all language, terms, letters of understanding, and conditions remaining the same except the following changes:

1. Add to Health & Welfare Article: Employees may apply up to 3 days of vacation time per year for the sole purpose of increasing compensated time in the event the Employee is short hours for purposes of a monthly health fund contribution. If all vacation time is already scheduled, time must be removed from the vacation schedule.
2. Move Personal Day language from Holiday Article to Vacation Article and pay earned Personal Days based on the Employee's average daily hours.
3. Health and Welfare rate increase effective July 1, 2013:
Family \$1,090/month
Single \$460/month
4. Health & Welfare Article subject to reopening on or after August 1, 2013 by either party on 30 days' notice.
5. Increase beginning wage rate for new Part Time Meat Handling Employees to \$7.50/hour
6. Increase beginning wage rate for new Part Time Non-Meat Handling Employees to \$7.50/hour and increase the "1040 Hours" progression to \$7.60.
7. Wage increase of \$.35/hour for top and over scale employees retroactive to April 28th, 2013.
8. New contract expiration date April 26, 2014 (one year agreement)

Dated this 15 day of June 2013

FOR THE EMPLOYER


On behalf of: Miner's of Grand Rapids, Inc.
d/b/a Cub Foods

FOR THE UNION


Daniel Hudyma - Union Representative