

Letter of Agreement
Between
CUB FOODS and UFCW LOCAL 1189
(January 19, 2017)

This Agreement ("Agreement") is made by and between Cub Foods (the "Company") and United Food & Commercial Workers Local 1189 (the "Union"), collectively the "Parties".

WHEREAS, the Company intends to implement new wage rates for the Part-time wage progressions as attached;

WHEREAS, the Union and the Company are parties to collective bargaining agreements (St Paul Main and Gold CBAs) currently in effect;

WHEREAS, the Parties have a mutual interest in ensuring a smooth transition and labor peace, including minimizing the risk of grievances, litigation or other disputes regarding their contractual or other legal rights and obligations in connection to the new wage rates;

NOW THEREFORE, the Parties agree as follows:

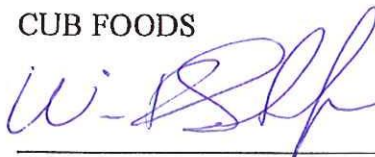
All newly hired Part-Time and Prime-Time employees hired after February 4, 2017 will follow the new Wage progression scale as attached.

- It is understood that existing employees who are on the current Part-time wage progressions who are paid below \$11.10 will, effective on February 5, 2017, be paid at the rate of \$11.10.

It is further understood that this agreement does not include any part-time Clean Team/Maintenance/Utility/Courtesy classifications.

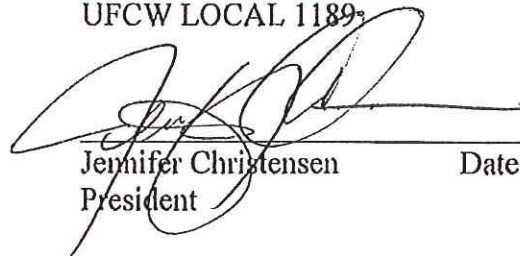
This is a complete statement of the Parties' Agreement.

CUB FOODS

 1-20-17

William R. Seehafer Date
VP Labor Relations & Benefits

UFCW LOCAL 1189

 1/20/2017

Jennifer Christensen Date
President

Cub - St. Paul UFCW Local 1189

REGULAR PART-TIME hired before 10/5/14 (Existing)

	Current Scale
3121 - 3640 HOURS	start - 520 \$9.60
3641 - 4160 HOURS	next 520 \$9.95
4161 - 4680 HOURS	next 520 \$11.10
4681 - 5200 HOURS	next 520 \$11.50
5201 +	top rate \$14.90
OVERSCALE INCREASES	overscale

PART-TIME AND PRIME-TIME hired on after 10/5/14 and before ratification

	8/1/2016	4/2/2017	4/1/2018	10/7/2018
3121-3640	\$9.60	\$9.60	\$9.60	\$9.60
3641-4160	\$9.95	\$9.95	\$9.95	\$9.95
4161-4680	\$11.10	\$11.10	\$11.10	\$11.10
4681-5680	\$11.50	\$11.50	\$11.50	\$11.50
5681-6680	\$12.25	\$12.25	\$12.25	\$12.25
6681-7680	\$13.00	\$13.00	\$13.00	\$13.00
7681+	\$14.90	\$15.10	\$15.30	\$15.50
	overscale	n/a	\$0.20	\$0.20

Part-time & Prime-time Hired or promoted after ratification (8/4/16)

	8/1/2016	4/2/2017	4/1/2018	10/7/2018
hire - 520	\$9.60	\$9.60	\$9.60	\$9.60
next 520	\$9.95	\$9.95	\$9.95	\$9.95
next 520	\$11.10	\$11.10	\$11.10	\$11.10
next 520	\$11.50	\$11.50	\$11.50	\$11.50
next 520	\$12.25	\$12.25	\$12.25	\$12.25
next 520	\$13.00	\$13.00	\$13.00	\$13.00
next 520	\$13.50	\$13.50	\$13.50	\$13.50
next 520	\$14.00	\$14.00	\$14.00	\$14.00
next 520	\$14.50	\$14.50	\$14.50	\$14.50
top rate	\$14.90	\$15.10	\$15.30	\$15.50
overscale	n/a	\$0.20	\$0.20	\$0.20

12/16/2016

New
Agreed Progression Scales/changes

	8/1/2016	4/2/2017	4/1/2018	10/7/2018
	\$9.60	\$9.60	\$9.60	\$9.60
	\$9.95	\$9.95	\$9.95	\$9.95
	\$11.10	\$11.10	\$11.10	\$11.10
	\$11.50	\$11.50	\$11.50	\$11.50
	\$14.90	\$15.10	\$15.30	\$15.50
	\$0.00	\$0.20	\$0.20	\$0.20

All below this step go to \$11.10 on 2/5/2017

All below this step go to \$11.10 on 2/5/2017

New - Additional Scale Part-time & Prime-Time hired after February 4, 2017

Hours	2/5/2017	4/2/2017	4/1/2018	10/7/2018
0 - 500 hrs	\$11.00	\$11.00	\$11.00	\$11.00
Next 520 hrs	\$11.25	\$11.25	\$11.25	\$11.25
Next 520 hrs	\$11.50	\$11.50	\$11.50	\$11.50
Next 520 hrs	\$12.00	\$12.00	\$12.00	\$12.00
Next 520 hrs	\$12.50	\$12.50	\$12.50	\$12.50
Next 520 hrs	\$13.00	\$13.00	\$13.00	\$13.00
Next 520 hrs	\$13.50	\$13.50	\$13.50	\$13.50
Next 520 hrs	\$14.00	\$14.00	\$14.00	\$14.00
Next 520 hrs	\$14.50	\$14.50	\$14.50	\$14.50
Next 520 hrs	\$14.75	\$15.10	\$15.30	\$15.50

All below this step go to \$11.10 on 2/5/2017

Steps	10/7/2018
1	\$9.60
2	\$9.95
3	\$11.10
4	\$11.50
5	\$12.25
6	\$13.00
7	\$13.50
8	\$14.00
9	\$14.50
10	\$15.50