


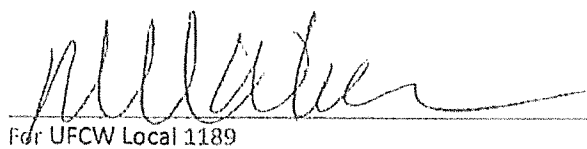
**Letter of Understanding  
Re: Section 9.1 Job Bidding**

Effective November 20, 2017, Saint Anne of Winona and the UFCW Local 1189 agree that Saint Anne of Winona associates will be required to complete an internal application in PDS after signing a posting to transfer to a new position. The internal application is in addition to the job bidding process stated in Section 9.1 and does not replace any part of the process. The internal application must be completed before the associate transfers into the new position.

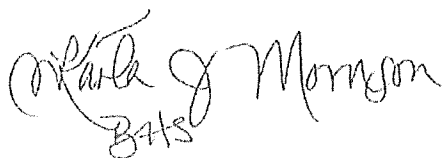
This Letter of Understanding will expire on November 20, 2018

  
\_\_\_\_\_  
For Saint Anne of Winona

11/27/17  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
For UFCW Local 1189

11-20-17  
\_\_\_\_\_  
Date

  
Park of Morrison  
BATS

11-27-17