

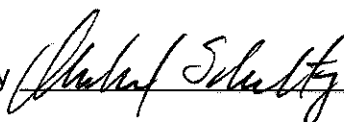
Letter of Understanding  
By and Between  
Arrowhead Senior Living Community,  
d/b/a ST. RAPHAEL'S Eveleth  
And  
UFCW Local 1189  
(For Contract October 1, 2014-September 30, 2015)

The parties agree to the following change:

Add to ARTICLE 4 SENIORITY 4.1


**Employees shall retain recall rights for twelve (12) months without a break in seniority. Employees shall be recalled in the reverse order of layoff. Employees shall be notified seven (7) days prior to effective date of recall. Employees choosing not to return to work when given notice shall be considered as having voluntarily resigned.**

ARROWHEAD SENIOR LIVING COMMUNITY, d/b/a ST. RAPHAEL'S  
EVELETH

By 

Date: June 17, 2015

UNITED FOOD and COMMERCIAL WORKERS UNION, LOCAL 1189  
DULUTH, MINNESOTA

By   
Joyce Berglund- Union Representative

Date: June 16, 2015