

JERRY'S ENTERPRISES TRANSITION AGREEMENT – HAR MAR

This Transition Agreement ("Agreement") is made by and between Jerry's Enterprises, Inc. (the "Company") and United Food & Commercial Workers Local 1189, including its affiliate the United Food & Commercial Workers International Union (the "Union"), collectively the "Parties".

WHEREAS, the Company has discussed with the Union its interest in selling the assets of a certain Diamond Lake 1994 L.L.C. store located at 2100 Snelling Avenue North, Roseville, MN ("Store") to Cub Foods Holdings, LLC.

WHEREAS, the employees working at the Store are employed by Jerry's Enterprises, Inc. ("Jerry's Store Employees") and are represented by the Union pursuant to a collective bargaining agreement ("Jerry's Cub/Jerry's Foods CBA");

WHEREAS, employees of the Cub Foods Holdings, LLC are also represented by the Union pursuant to one or more collective bargaining agreements, including a collective bargaining agreement covering certain Cub Foods' employees known as the "Cub " collective bargaining agreement;

WHEREAS, following the asset purchase, the Company will no longer own and operate the Store as a wholly owned Cub Foods store.

WHEREAS, the Parties have a mutual interest in ensuring a smooth transition and labor peace prior to the acquisition, including minimizing the risk of any grievances, litigation or other disputes regarding their contractual or other legal rights and obligations in connection with the acquisition.

NOW, THEREFORE, the Parties agree as follows:

1. On March 4, 2022, Jerry's Enterprises Inc. will pay out all earned paid time off balances (vacation, floating holiday, vacation OT) and accrued vacation for those employed as of 2/19/2022 regardless of full or part time status.
2. The Company will make health plan contributions for eligible employees for all hours worked through 2/19/22 and applicable payouts referenced in the previous item.
3. Jerry's Enterprises, Inc. will assist with transitioning employees for all pay, benefits, healthcare and retirement, etc.
4. This is a complete statement of the Parties' Agreement.

Jerry's Enterprises Inc.

Signed: [Signature]

Name: Dwight Winsor

Title: N.P. Operations

Date: 18 Feb 22

UFCW LOCAL 1189

Signed: [Signature]

Name: Thomas A Gallo

Title: President

Date: 18 Feb 22