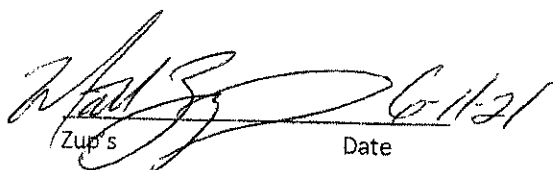


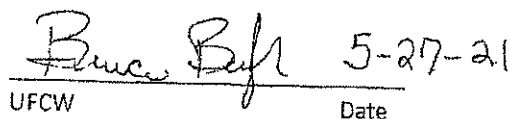
LETTER OF UNDERSTANDING BETWEEN  
Zup's Cook and Zup's Tower  
AND  
UFCW LOCAL 1189

The Employer and the Union are parties to a written Collective Bargaining Agreement (CBA) in effect from June 6, 2021 through June 8, 2024. Both parties contributed equally to the drafting of this Agreement. No part of this Agreement shall be construed against either party on the grounds of draftsmanship. As such an error was found and this Letter of Understanding is to clarify.

Under Article 29 of the CBA:

#5 Employees shall be allowed to carry over up to 2 weeks of vacation every year.

  
Zup's \_\_\_\_\_ Date 6-11-21

  
UFCW \_\_\_\_\_ Date 5-27-21