

Letter of Understanding

Reference is made to the Collective Bargaining Agreement (the "CBA") dated November 22, 2021, between Vireo Health of Minnesota, LLC and United Food & Commercial Workers Local 1189. The parties acknowledge that, notwithstanding that Exhibit A to the CBA provides for a single Lead Cultivator position, Darrin Christopherson and Nathan Noel have been serving as co-Lead Cultivators and each receiving one half of the wage differential to which a single holder of the role would be entitled.

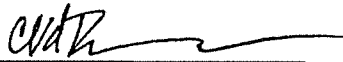
The parties agree that, as of May 20, 2022, the Lead Cultivator role will no longer be shared between Darrin Christopherson and Nathan Noel. Darrin Christopherson will, from and after that date, be the sole Lead Cultivator and receive the full pay differential for said role. Nathan Noel will, from and after that date, be assigned to the role of Lead Facilities Technician. The Lead Facilities Technician is a temporary role and will remain in effect until Nathan Noel either separates from the company or moves to a different role within the Employer. Once Nathan Noel separates or moves into a different role, the Employer shall not be under any obligation to appoint another Lead Facilities Technician. The pay for Lead Facilities Technician shall be on the same scale as Lead Cultivator and Lead Packager.

Agreed to this 20 day of 2022.

Vireo Health of Minnesota, LLC

United Food & Commercial Workers Local 1189

By: 

By:   
Claire Van den Berghe