

Letter of Understanding

ECUMEN LAKESHORE AND UFCW LOCAL 1189

Employee Referral Bonus Program

It is agreed upon that the Employer shall offer an Employee Referral Bonus on a temporary basis from January 1, 2022 through March 31, 2022. This Employee Referral Bonus will be in place of any existing Employee Referral Bonus programs that are of a lesser amount.

For the employee to qualify for this Referral Bonus, the person they refer (i.e. the Applicant) must enter the referring employee's name on their online job application, under the question "How did you hear about us?".

The employee who makes the referral will be eligible for a \$1000 Employee Referral Bonus as soon as administratively possible after the applicant has worked six (6) months of employment, providing that both the applicant and the referring employee are still actively employed as of that date. An employee will be eligible for a \$1000 bonus for each newly hired applicant they refer during the specified dates of this Program, and who remains employed under the above conditions.

The job application must be submitted online via the ICIMS online application process between the dates of January 1, 2022 through March 31, 2022, inclusive.

Blair Guss  
Employer

[Signature]  
Union

1/24/22  
Date

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Date