

From: Enevoldsen, Casey
Sent: Friday, March 20, 2020 4:47 PM
To: Jennifer Christensen <jchristensen@ufcw1189.org>; Mike Dreyer <mdreyer@ufcw1189.org>
Cc: Kopp, Brian
Subject: RE: LFHI Discretionary Bonus to All Retail, Manufacturing and Distribution Center Employees

Jennifer & Mike,

Final details of the LFHI Discretionary Bonus:

- It is being made to all union and non-union employees
- Full-time employees will receive a one-time payment of \$500
- Part-time employees (including utility) will receive a one-time payment of \$200
- Employees must have been active and/or on an approved leave of absence as of 03/19/2020 (the date this bonus was communicated) to be eligible
- Payment will be made on April 3, 2020

Going forward, Lunds & Byerlys intends to develop and implement a profit-sharing program for this fiscal year to share in the profits with all union and non-union employees alike. We will inform you of our intent once the plan has been fully developed.

CASEY ENEVOLDSEN, SPHR, SHRM-SCP

Senior Director, Employee Experience

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