

**APPENDIX C**

Letter of Agreement  
By and Between  
Miner's Incorporated  
And

United Food and Commercial Worker's Union Local 1189

**Meat Bargaining Unit**

This Agreement is entered into and is effective on April 27, 2014, between Miner's Incorporated d/b/a Super One Foods (Employer) and United Food and Commercial Worker's Union, Local 1189 Meat Bargaining Unit chartered by the United Food and Commercial Workers Union (the union).

Whereas Article 16 of the signed collective bargaining agreement between the Employer and the union dated February 2, 2015 contains a drafting error with respect to the pension contributions payable by the Employer to the United Food and Commercial Workers International Union-Industry Pension Fund.

Whereas the Employer and the union desire to correct the drafting error.

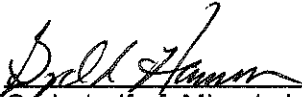
Now, in consideration of the mutual agreements contained herein, the parties agree as follows:

1. The stated pension contribution rate in paragraph 16.6A of "\$182.00" per month for Full-time employees shall be corrected to read "\$209.73" per month.
2. The stated pension contribution rate in paragraph 16.6A of "Ninety Cents (\$.90)" per hour for part-time employees shall be corrected to read "\$1.06" per hour.

Except as modified by the foregoing, all terms and conditions contained in Article 16 of the collective bargaining agreement between the parties dated February 2, 2015 relating to pension contributions will remain unchanged.

Dated this 27<sup>th</sup> day of March, 2015

FOR THE EMPLOYER



On behalf of: Miner's Incorporated  
d/b/a Super One Foods

FOR THE UNION



Tom Cvar, Union Representative

**APPENDIX C**

Letter of Agreement  
By and Between  
Driskill's Duluth, Inc.  
And

United Food and Commercial Worker's Union Local 1189

**Meat Bargaining Unit**

This Agreement is entered into and is effective on April 27, 2014, between Driskill's Duluth, Inc. d/b/a Mount Royal Fine Foods (Employer) and United Food and Commercial Worker's Union, Local 1189 Meat Bargaining Unit chartered by the United Food and Commercial Workers Union (the union).

Whereas Article 16 of the signed collective bargaining agreement between the Employer and the union dated February 2, 2015 contains a drafting error with respect to the pension contributions payable by the Employer to the United Food and Commercial Workers International Union-Industry Pension Fund.

Whereas the Employer and the union desire to correct the drafting error.

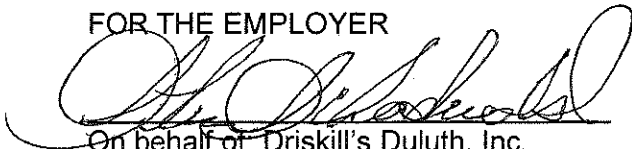
Now, in consideration of the mutual agreements contained herein, the parties agree as follows:

1. The stated pension contribution rate in paragraph 16.6A of "\$182.00" per month for Full-time employees shall be corrected to read "\$209.73" per month.
2. The stated pension contribution rate in paragraph 16.6A of "Ninety Cents (\$.90)" per hour for part-time employees shall be corrected to read "\$1.06" per hour.

Except as modified by the foregoing, all terms and conditions contained in Article 16 of the collective bargaining agreement between the parties dated February 2, 2015 relating to pension contributions will remain unchanged.

Dated this 37 day of March, 2015

FOR THE EMPLOYER



On behalf of: Driskill's Duluth, Inc.  
d/b/a Mount Royal Fine Foods

FOR THE UNION

  
\_\_\_\_\_  
Tom Cvar, Union Representative

**APPENDIX C**

Letter of Agreement  
By and Between  
Miner's of Grand Rapids, Inc.  
And

United Food and Commercial Worker's Union Local 1189

**Meat Bargaining Unit**

This Agreement is entered into and is effective on April 27, 2014, between Miner's of Grand Rapids, Inc. d/b/a Cub Foods (Employer) and United Food and Commercial Worker's Union, Local 1189 Meat Bargaining Unit chartered by the United Food and Commercial Workers Union (the union).

Whereas Article 16 of the signed collective bargaining agreement between the Employer and the union dated February 2, 2015 contains a drafting error with respect to the pension contributions payable by the Employer to the United Food and Commercial Workers International Union-Industry Pension Fund.

Whereas the Employer and the union desire to correct the drafting error.

Now, in consideration of the mutual agreements contained herein, the parties agree as follows:

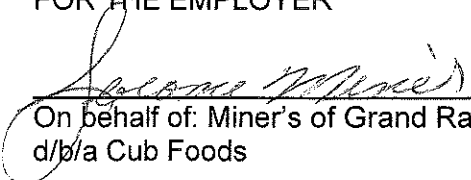
1. The stated pension contribution rate in paragraph 16.6A of "\$182.00" per month for Full-time employees shall be corrected to read "\$209.73" per month.
2. The stated pension contribution rate in paragraph 16.6A of "Ninety Cents (\$.90)" per hour for part-time employees shall be corrected to read "\$1.06" per hour.


Except as modified by the foregoing, all terms and conditions contained in Article 16 of the collective bargaining agreement between the parties dated February 2, 2015 relating to pension contributions will remain unchanged.

Dated this 30 day of March, 2015

FOR THE EMPLOYER

FOR THE UNION

  
On behalf of: Miner's of Grand Rapids, Inc.  
d/b/a Cub Foods

  
Tom Cvar, Union Representative