

**Letter of Understanding
Between Polly's Food Service, Inc & UFCW Local 951**

Re: Appreciation Premium

WHEREAS: The unforeseeable COVID-19 outbreak has challenged our communities and our organization in a way never seen before.

WHEREAS: Our associates went above and beyond to serve our customer in time of their needs.

THEREFORE:

1. In recognition of this tremendous effort on the part of our associates, Polly's Food Service Inc. (Polly's), will pay a \$1 per hour Appreciation Premium to all members of bargaining unit represented by UFCW Local 951 (Union) on all hours worked beginning March 15th, 2020 through at least March 28th, 2020.
2. The Appreciation Premium pay shall be in addition any other premium pay applicable in the collective bargaining agreements between the parties of this Agreement.
3. The Appreciation Premium will not be added to associate's hourly rate of pay when calculating of overtime premium pay.
4. The Appreciation Premium will be paid no later than in the payroll for week ending March 28, 2020.

For the Company:
Polly's Food Service, Inc


Sean Kennedy


Todd Kennedy

For the Union:
UFCW Local 951


Dave Way

Dated: March 22nd, 2020