

AMENDMENT ONE TO 2017-2020 AGREEMENT

by and between

KING'S COMMAND FOODS, LLC

and

UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL21

This Amendment is effective May 1, 2020 and is between King's Command Foods, LLC ("Company"), and the United Food & Commercial Workers, Local No. 21 ("Union").

Whereas, the Company and Union are parties to a Collective Bargaining Agreement effective February 23, 2018 and set to expire at midnight on May 1, 2020 (the "Agreement");

Whereas, the Agreement automatically renews without change from year to year unless either party gives notice by certified mail of its desire to amend or terminate at least 60 days prior to the expiration date;

Whereas, the Union provided the required notice on February 28, 2020 along with a request for information to which the Company has since provided full and complete responses including actions taken by management in response to the Covid-19 pandemic;

Now, therefore, for adequate consideration the sufficiency and receipt of which is acknowledged, the Company and Union agree to amend the Agreement as follows.

1. Article 18, entitled Duration, is amended as follows:

The Agreement is extended from midnight, May 1, 2020 to midnight November 1, 2020 ("Amended Term"). As amended, it shall be continuous and in full force and effect from its original inception date of February 23, 2018 until midnight November 1, 2020.

2. Appendix A to the Agreement entitled Wage Schedule is amended as follows

For the Amended Term, all classes will receive a \$0.50 per hour increase ("Rate Increase"). The Rate Increase will only apply for the Amended Term. After the Amended Term, the Employer may eliminate the Rate Increase unless and until this Agreement is subsequently amended for a new term in writing signed by both parties.

Except as expressly modified by this Amendment, all other terms and conditions of the Agreement are unmodified and remain in effect for the duration of this Amendment. In witness

thereof, authorized representatives of the Union and Employer accept and acknowledge the terms of this Amendment by executing below.

King Command Foods, LLC

UFCW Local No. 21

By: _____

By: _____

Its: _____

Its: _____

Date: _____

Date: _____