

**LETTER OF UNDERSTANDING
DFA DAIRY BRANDS, LLC**

3730 West 1829 South Salt Lake City, Utah 84101

And

**TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN & HELPERS STATE OF UTAH;
STATE OF WYOMING CONSTRUCTION DIVISION, LOCAL UNION NO. 222**

2641 South 3270 West Salt Lake City, Utah 84119

This Letter of Understanding (collectively the "Agreement") has been entered into by DFA Dairy Brands, LLC ("Company"), Teamsters, Chauffeurs, Warehousemen & Helpers State of Utah, State of Wyoming Construction Division Local Union No. 222 ("Local 222"). The Union and the Company are each a "Party" to this Agreement and are collectively referred to as the "Parties." By a Letter of Understanding dated September 1st, 2024, Local 222 and the Company agreed that all employees who are within the Plant Maintenance Department & the Pasteurizer classification will adhere to this Letter of Understanding.

In an attempt to recruit new talent and as well as to ensure employee retention within the Plant Maintenance Department & Pasteurizer classification the parties agree to the following: In an addition to the yearly CBA wage increases, the following classifications will receive an hourly market wage adjustment outline below:

Classification	CBA minimum starting wage 05/01/2024	New Minimum Starting Wage 9/01/2024	After completion of one (1) year in classification add to current wage	After completion of three (3) years in classification add to current wage	After completion of eight (8) years in classification add to current wage
Pasteurizers	\$25.85	\$28.00	\$1.00	\$1.00	\$1.00
Maintenance Technician I	\$28.52	\$31.50	N/A	N/A	N/A
Maintenance Technician II	\$29.55	\$32.50	N/A	N/A	N/A
Maintenance Technician III	\$30.91	\$33.50	N/A	N/A	N/A
Maintenance Foreman / Lead	\$32.57	\$34.50	N/A	N/A	N/A

Guidelines: Pasteurizers and employees within the Plant Maintenance Dept. are appointed positions by management with extra pay and the possibility of longevity pay. Skills and abilities as outlined within shall take precedence over seniority, unless multiple applicants are equally qualified then seniority would prevail. (Electrical, Mechanical, Pneumatic, hydraulic aptitude test administer by


plant engineer. Pasteurizer will have food handling knowledge GMP, Processing and CIP.). Any disputes between the Company and the Union would be subject to the grievance procedure. Employee(s) / Applicant(s) must be “**job ready**” (Maintenance as determined by the plant engineer, and maintenance manager and plant manager. Pasteurizer determined by Production manager and plant manager) to assume these positions. The Company will train those employees internally who are willing to become Pasteurizers or Plant Maintenance Technicians, provided they agree to take the next opening. If no employees are job ready, that would necessitate a bid and if an internal employee wins the bid, they will be awarded the bid before the Company hires someone from outside and trains the new employee.

Disqualification: An employee who enters the Pasteurizer classification and then leaves the classification may lose their longevity pay (if applicable) as well as having their hourly wage adjusted to the “Bracket Pay” consistent with the CBA.

To ensure employee retention and to acknowledge the years of service with Meadow Gold, Tito S. Rodas will receive a one-time wage adjustment effective on September 1st, 2024, to \$31.00.

Agreed to by the Parties on this 15th day of August, 2024.

DFA Dairy Brands




Matt Evans
General Manager
Date: 8/15/24

DFA Dairy Brands

Tim L Dietz

Tim L Dietz
Senior Dir. HR
Date: August 14th, 2024

Teamsters Local 222



Alex Rojas
Business Agent, Local 222
Date: August 6, 2024

DFA Dairy Brands

Shane M. Keith

Shane Keith
VP Labor
Date: 08-14-2024