

**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 Union"). The Local Union and the Company are each a "Party" to this Agreement and are collectively referred to as the "Parties." By this Letter of Understanding dated December 19, 2025, the Local Union and the Company agreed, on a non-precedent setting, that all employees listed below will adhere to this Agreement.

Background: During the 2025 contract negotiations between the Parties, the Local Union proposed General Wage Increases "GWI" across the board with each job classification within each bracket, protecting anyone making more money than the minimum for their job classification within their pay bracket. Through an information request the Local Union learned that some individuals "job classifications" were change and that not all employees received the full amount of the "GWI" in Year (1). Grievances MG.10.13.2025 (a) & (b) were filed by the Local Union on behalf of all "Inside Employees" within the Supplement Agreement of the Collective Bargaining Agreement. This affected approximately five (5) individuals listed below.

Name	Job Classification changes required or no changes	Department	Year 1 (GWI + \$1.15) retro pay to May 1, 2025 retro, new or no changes required
Siliva Navidad	"Bagger / Debagger" - Foreperson changes required	Blow Mold	[REDACTED]
Tupou Katoa	"Quality Assurance Specialist Foreperson" changes required	Lab / Quality Assurance	[REDACTED]
Connie West	"Quality Assurance Specialist Foreperson" changes required	Lab / Quality Assurance	[REDACTED]
Angie Bell	"Corrugated Forklift Driver" Foreperson changes required	Warehouse	[REDACTED]
Melvin Pineda	"Hostler" / Loader changes required	Warehouse	[REDACTED]

Resolution: On December 18, 2025, the Parties met to discuss these two (2) open grievances. The Parties agree to "red circle" these five (5) individuals with their "correct job classifications" listed above, within their department and that no reduction in wages shall occur regardless of the Company's reclassification of their positions and that each individual listed above shall be eligible for the full amount of the "GWI" in Year (1), Year (2) & Year (3) of the Collective Bargaining Agreement. Moving forward the Company shall be responsible for making sure that no one is paid more than the base pay within each of the Supplement Agreements of the Collective Bargaining Agreement.

Disqualification: An employee listed above who **voluntarily** leaves their "department" may have their hourly wage adjusted to the appropriate "Bracket Pay" consistent within the Collective Bargaining Agreement.

The Company agrees that all "Inside Employees" not mentioned above shall be eligible for the full amounts of the "GWI" for Year 2 & Year 3 within the Collective Bargaining Agreement. The Company acknowledges that there may be additional employees who might be affected by this "Agreement" that the parties have missed. The Company agrees to bargain in "good faith" with the Local Union, to see if those employees would qualify under this Agreement.

Agreed to by the Parties on this 19th day of December 2025.

DFA Dairy Brands
Shane M. Keith
Shane Keith
Labor Relations, VP
Date: 01-26-26

DFA Dairy Brands
Tim H. Dietz
Tim Dietz
Senior Director, HR
Date: 1-26-26

Teamsters Local 222
Alex Rojas
Alex Rojas
Business Agent
Date: 1-26-2026

[REDACTED]