



**October 12, 2021**

Dear Heaven Hill Team Member,

Since my letter dated September 30, our team has continued to work with UFCW Leadership on terms to ratify a new working contract. Unfortunately, our discussions have not produced an end to the strike.

It is my understanding that there still remains concern over the concept of traditional compared to non-traditional work schedules. Over the past couple weeks, members have questioned whether Heaven Hill will force employees into non-traditional schedules. It's important to me to reinforce our commitment to enabling current employees to remain in traditional schedules. I ask you to read below what was written on September 30 and the section included in the formal Last, Best and Final offer.

*No current UFCW member will EVER be required to move from a traditional to non-traditional schedule – any move would be voluntary and the employee's choice.*

We are strongly committed to it. Here is how it is outlined in the Last, Best, and Final document...

*14. Article IX: Hours and Holidays, Section A:*

*There may be two types of working schedules: the "traditional working schedule" and the "non-traditional working schedule." All those employed at the execution of this Agreement, shall remain on the "traditional working schedule" unless and until such employee(s) bids into a position requiring a "non-traditional working schedule" (as specified on the job posting). It is understood that those employed at the execution of this Agreement on September 11, 2021 will not be forced onto a "non-traditional working schedule"; moving to a "non-traditional working schedule" will be done on a voluntary basis only.*

We want everyone to have confidence in the contract and the opportunity to highlight another key point is important to me. As noted in my earlier letter, I am proud to have my name attached to it.

I am also pleased our contract proposal was able to preserve health care contributions and provide greater vacation time, more paid holidays, increased retirement contributions, improvements to life insurance, and short-term disability benefits, as well. We are as committed as ever to delivering a great contract and offer clarity to our team members that raise these important points.

Sincerely,

A handwritten signature in black ink, appearing to read "Max L. Shapira", written in a cursive style.

Max L. Shapira