

**Letter of Understanding  
By and Between "The Parties"  
The Kroger Company, Dallas Division  
And  
The United Food and Commercial Workers Local #1000**

This Letter of Understanding summarizes the key elements associated with the piloting of the ClickList business format within current or new Kroger stores. These elements will be in place until such time as the Company discusses new or modified elements with the appropriate Union representatives or the Company elects to discontinue any or all of the same. The summary of the key elements are as follows:

Current store associates will have the opportunity to apply for available ClickList positions along with other external applicants for the required positions. The current positions include Order Selector, Customer Attendant with one clerk designated as a Clicklist Lead. The number of positions will vary by store location. These positions will be supervised by an exempt E-commerce Manager. Internal applicants for the available positions will be considered based upon a review of the applicant's work history/records, relevant aptitudes required for the position, a review of a written application, and an interview by management. Internal candidates will be considered along with external applicants. The candidate(s) will be selected based upon the overall qualifications, seniority and availability for the position(s) as defined by the job description for the position. The associate(s) selected for the available positions will be assigned to the ClickList business format based upon the work schedule as determined by Store management. It is understood that associates selected for the ClickList business format maybe utilized for other store work as outlined in the Collective Bargaining Agreement with his/her primary assignment being ClickList. It is also understood that other associates may be asked to work in ClickList to accommodate for inadequate staffing situations, (i.e. sick calls, higher number of orders than anticipated).

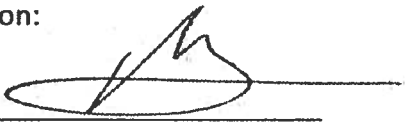
During this pilot period, associates selected for the ClickList business format will be compensated based on the store clerk rates defined in the Collective Bargaining Agreement. Clicklist Lead position will be compensated at top of the level 3 classification with a \$1.00 per hour premium.

The associate(s) selected for the available positions will be periodically reviewed based upon his/her performance to the required duties, responsibilities and accountabilities, and other criteria as required in the appropriate job description. If it is determined that an associate is not meeting the overall performance expectations for the position, then the associate will be provided feedback regarding areas to be corrected and/or improved. Continued identified issues regarding performance will result in the associate being disqualified from the position.

All other provisions of the Collective Bargaining Agreement shall apply.

**AGREED to this \_\_\_\_\_ day of April, 2016 by the authorized representatives of the Employer and Unions as signatures executed hereto as follows:**

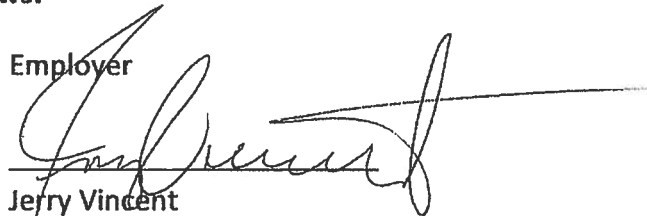
Union:



Ricky Burris  
President

UFCW Local 1000

Employer



Jerry Vincent  
Division HR Manager

The Kroger Co., Dallas Division