

Caroline Clifford
Industrial Officer
Mandate Trade Union
Killoran Hose
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15 August 2023

Re: Pay Proposal Garvey's Supervalu Listowel

Dear Caroline,

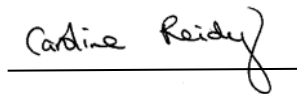
Following our recent meeting, we are pleased to confirm the following proposal for employees at Garvey's Supervalu Listowel which is in keeping with other agreements done with Mandate for other Supervalu stores.

- A 5.5% pay increase backdated to 1st July 2023.
- A retention of 15% staff discount operated through the Real Rewards Programme. (This will increase to 25% for one Christmas shop per employee (as per the current Christmas bonus) on a week to be confirmed by Management.)
(All conditions of the Employee Real Rewards Policy apply to the Staff Discount Policy including normal exclusions. All employees will be required to confirm agreement to the terms of the Staff Discount Policy, and therefore the Employee Real Rewards Policy, which will be provided).

This will be an 18 month agreement from 1st July 2023 to 31st December 2024.

We hope this proposal is acceptable to your members.

Yours sincerely,



Caroline Reidy
HR Consultant to Garvey Group