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13<sup>th</sup> November 2023

**Re: Pay Proposal Garvey's Supervalu Listowel**

Dear Caroline,

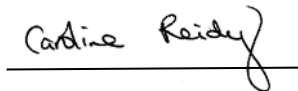
Following our recent discussions, we are pleased to confirm the following proposal for employees at Garvey's Supervalu Listowel.

- A 5.5% pay increase backdated to 1<sup>st</sup> 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 a 12 month agreement from 1<sup>st</sup> July 2023 to 30<sup>th</sup> June 2024.

We hope this proposal is acceptable to your members.

Yours sincerely,



Caroline Reidy  
HR Consultant to Garvey Group