

WinCo **FOODS**

An Employee Owned

Manager Apprentice Letter of Commitment

If I am selected to be a Manager Apprentice, I am acknowledging that I am entering the program voluntarily with an understanding of specific responsibilities and expectations of the Manager Apprentice program with WinCo Foods.

Relocation

I acknowledge that there is a high probability that I will be asked to relocate to another store now and in the future. I am willing and able to relocate **immediately** to any store within the company either as a Manager Apprentice or, if later promoted, as an Assistant Manager.

If I am asked to relocate, I will be reimbursed for moving expenses to the new location in accordance with the WinCo Relocation Policy.

Evaluation of Manager Apprentice

I acknowledge that if selected to participate in the Manager Apprentice Program I will be evaluated based on factors such as overall job performance (i.e. work record, quality, and quantity of work), discipline, attendance, workplace/work conduct, and completion of required training. I understand that I may be removed from the Manager Apprentice program at any time if I do not meet the standards and expectations associated with the position and participation in the program.

Management shall have the sole right to determine those employees chosen to participate in the Manager Apprentice Program as well as those selected for an Assistant Manager position.

Removal from Manager Apprentice Program

I understand that if I am removed from the Manager Apprentice program for any reason, my wages will be reverted to their previously designated F/T or P/T classification and wage step (plus credit for hours worked) in accordance with the applicable Collective Bargaining Agreement at the location I am assigned to following removal from the program. I understand I am not guaranteed to be placed in the same store or position I held prior to entering the program.

WinCo reserves the absolute right to determine acceptance, continuation, and/or removal of participants in this program.

Policies

I agree to comply with and enforce all WinCo company policies.

Entering into the Manager Apprentice Program is a significant step towards taking on an important leadership role within WinCo. I have carefully considered this commitment before applying into this program. By signing the attached acknowledgement form, I am agreeing to the terms described in this document.