



TEAM MEMBER SCHOLARSHIP PROGRAM POLICY

Effective: July 1, 2011

I. Policy

United Supermarkets, LLC, encourages Team Members to develop suggestions/programs that create value to the organization and/or reduce costs while achieving the organizational objectives. Those suggestions that identify specific solutions and propose suitable recommendations to enhance the efficiency and effectiveness of United Supermarkets, LLC through increased productivity, reduced costs, improved and safer working conditions, conservation of resources, improved guest services, non-traditional methods of reaching new or specific demographics and increased revenue/profitability will be considered to receive a scholarship to an accredited college or university. Scholarships may be awarded to a Team Member or a Team Member's eligible dependent.

II. Procedures

The Team Member Benefits Department will administer the Scholarship Program by receiving completed applications and submitting the application to the Team Member Scholarship Committee for appropriate evaluation and approval of awards. Any suggestion that generates sales, reaches a new or specific demographic, is cost saving, practical, constructive and adopted as practice by United Supermarkets will be eligible for review. The suggestion should identify a problem area, recommend a solution or action, have a positive financial impact to the bottom line and be submitted following proper procedure.

Eligibility

Eligible Team Members must:

- be actively employed with United Supermarkets, LLC for at least six (6) consecutive months prior to the application date, and
- be enrolled in at least six (6) credit hours per semester and have a minimum cumulative GPA of 2.5.
or
- have a dependent child that is enrolled in at least six (6) credit hours per semester and have a minimum cumulative GPA of 2.5. A dependent child is a natural child, legally adopted child, including a child for whom the Team Member is a party in a suit in which the adoption of the child is sought; stepchild, or child, including a grandchild, for whom the Team Member has legal guardianship.

Awards

Scholarships are authorized only for Team Members whose ideas:

- are adopted and implemented and

- deemed to produce measurable increased revenue and/or cost savings.

Six (6) \$1,000.00 scholarships are available annually; three (3) are available for the spring semester and three (3) are available for the fall semester.

Decisions made by the Team Member Scholarship Committee are final and binding. This includes all questions regarding policy, procedure, entitlement to a scholarship and the nature and amount, if any.

The Team Member Scholarship Committee will use the following factors in judging the value of a suggestion:

- the likely degree of improving the financial performance of the organization,
- the possibility of improvement in guest relations, working conditions, safety and service to customers,
- completeness of the proposal,
- effort involved in developing the idea and / or
- cost of implementation vs. revenue/savings.

The scholarship must be used within 12 months or the award will be forfeited. All scholarship awards will be made payable to the college or university. Recipient must provide documentation of enrollment and tuition fees. Any unused balance will be forfeited if the Team Member leaves the company.

Team Members with suggestions must complete the United Supermarkets, LLC Scholarship Application form available on www.myunitedbenefits.com, and submit to the Team Member Benefits Department.

- The application will be reviewed for eligibility and forwarded to the Team Member Scholarship Committee for evaluation.
- The Team Member Scholarship Committee will complete the evaluation and return it along with the relevant documentation to the Team Member Benefits Department within 30 days.
- The Team Member will be notified of the decision.

III. Exclusions

Suggestions that cannot be considered include the following:

- Suggestions that would normally be expected in the performance of the Team Member's job or those that the Team Member can implement without higher-level approval.
- Suggestions that do not include a solution or plan for improvement.
- Suggestions that result from assigned surveys, reviews or research.
- Suggestions that concern proposals that management can document as already under active consideration.
- Suggestions that duplicate another suggestion under consideration or for which an award previously has been granted.
- Suggestions that do not truly create value or reduce costs from the system.