

**Memorandum of Agreement
Between
UFCW Local 7 And
Salon Bobbi & Guy**

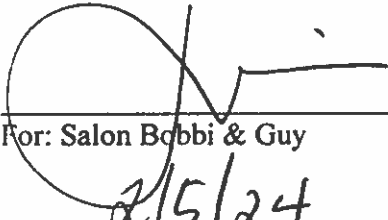
United Food and Commercial Workers Union, Local 7 (the "Union") and Salon Bobbi & Guy, Inc. (the "Company") are party to a collective bargaining agreement ("CBA") for barbers performing work in the barbershop located on Fitzsimmons/Buckley Air Force Base, which was set to expire January 13, 2024. Prior to expiration, the parties met and agreed to extend the CBA while the parties negotiated terms for a new CBA. The parties have met and reached Agreement for a new CBA which shall contain the provisions of the current CBA between the parties, including the current commission percentage, except as modified herein. The parties agree that the Company's name will be updated to Salon Bobbi & Guy, Inc. where applicable throughout the Agreement. The new CBA shall have a term of January 14, 2024 through and including January 8, 2028.

This Memorandum of Agreement and the current CBA, as modified herein, represent the entire Agreement between the parties. Any Union proposal not identified or addressed herein shall be deemed withdrawn. Any Company proposal not identified or addressed herein shall be deemed withdrawn. The modification or withdrawal of any proposal in these negotiations shall not be used as evidence in any arbitration or other proceeding.

The parties reserve the right to correct any drafting errors or omissions in this Agreement.

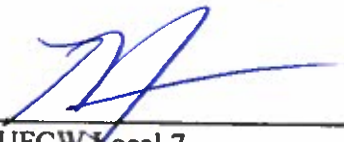
The Union, its officers, and bargaining committee agree to recommend and support the ratification of this Agreement.

This Agreement is only effective upon ratification by the Union.



For: Salon Bobbi & Guy
2/5/24

Date



For: UFCW Local 7
2-5-2024

Date