



King Soopers/City Market Enhances Offer, Putting more Money in Associates' Pockets while Maintaining Top Quality Healthcare Benefits

Proposes a total investment of \$148 million in new wages and signing bonuses

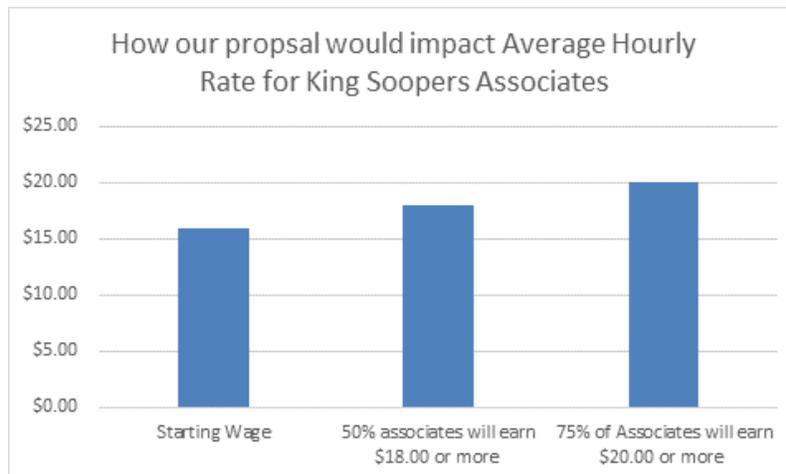
Denver, CO (January 6, 2022) – Today, King Soopers/City Market proposed a Comprehensive Best Offer to Settle to UFCW Local 7 that included wage investments and signing bonuses of more than \$148 million over the next three years. The company also proposed an additional investment in health care benefits, that would result in zero impact to associates current health care premiums based upon the current projections – premiums that have not increased in 12 years if this agreement is ratified.

“At King Soopers, we want what is best for our associates, and our goal is to continue providing market competitive wages and benefits that we know are so important to our associates and their families,” stated Joe Kelley, president of King Soopers/City Market. “Meanwhile Local 7 is threatening disruption instead of focusing on what is best for our associates, their members.”

Here’s what this proposed investment means for King Soopers associates:

Wage Investments –

- Wage increases up to \$4.50 per hour in the first year, based on job classification and tenure, with additional increases over the life of the contract.
- Starting rate of pay will be increased to \$16 per hour.
- Ratification bonuses, for active associates:
 - \$4k for associates with 10+ years of service
 - \$2k for associates with less than 10 years of service.





What does this investment mean for a checker with five years of experience?

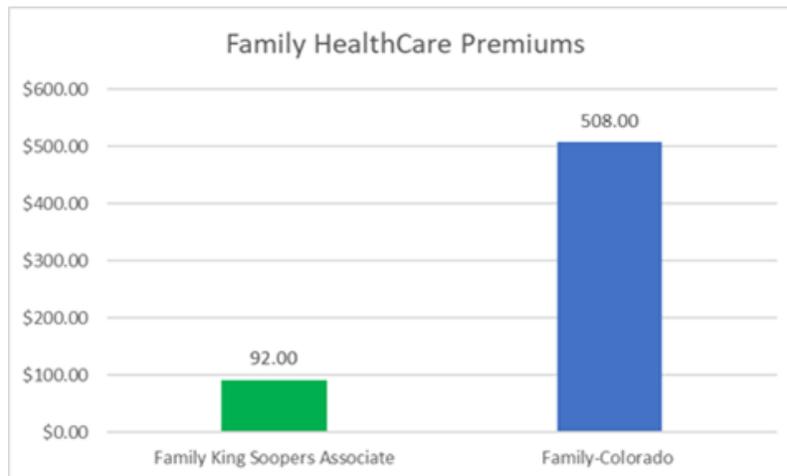
- Current wage \$19.51 an hour
- 2022 + \$1.00 = \$20.51
- 2023 + .80 cents = \$21.31
- 2024 + .80 cents = \$22.11

For a full-time checker their annual compensation would be nearly \$46,000 annually, in addition to their industry leading healthcare and pension benefits.

Market Leading Healthcare –

King Soopers associates have not seen an increase in health care premiums since 2012 and based on projections there will be no increases through 2025.

To demonstrate the value of these affordable, top quality benefits below is an example of what associates currently enrolled in the company's family coverage plan pay compared to the average monthly cost of healthcare in Colorado – of note, Local 7 does not contribute to healthcare benefits:



While Local 7 is threatening a strike based on alleged unfair labor practices, practices which are just that – alleged. King Soopers/City Market has followed the law and has NOT received any notice of wrongdoing from the National Labor Relations Board. King Soopers/City Market remains focused on the bargaining process and is committed to negotiating in good faith and settling a contract that is good for our associates while keeping groceries affordable for our customers.

For up to date information on King Soopers/City Market's labor negotiations please visit kingsooperscba.com.



About King Soopers/City Market

At King Soopers/City Market, a company of The Kroger Co. (NYSE: KR), we are Fresh for Everyone™ and dedicated to our Purpose: To Feed the Human Spirit®. We are 22,502 associates who serve customers daily through a seamless shopping experience throughout Colorado. We are committed to creating #ZeroHungerZeroWaste communities by 2025. To learn more about us, visit our [newsroom](#) and investor relations [site](#).

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