



January 11, 2022

VIA E-MAIL

Ms. Kim Cordova
UFCW Local 7 President
7760 West 38th Avenue, Suite 400
Wheat Ridge, Colorado 80033

Dear Ms. Cordova:

Since you delivered the union's first and only comprehensive offer at approximately 3:30 a.m. last Thursday, January 6th, 2022, I have repeatedly asked for time with you to further discuss your proposal and to continue negotiations but have been repeatedly rebuffed. At this juncture it is clear that you have no intention to meet with the King Soopers bargaining committee prior to the time you have set for your offer to expire. There are a number of proposals in this offer that King Soopers finds objectionable and there are some items that to the best of my knowledge are permissive subjects that are unlawful for the union to insist on. It is not reasonable to expect the Company to accept the union's offer under these circumstances and we believe it was intentionally designed to be rejected and not to bring the parties closer together.

The Local appears to have no interest in any further dialogue prior to taking our associates on strike. Regardless of these behaviors, we have made it clear throughout this process that we want to arrive at a settlement agreement that rewards our associates and allows us to continue to serve our customers in this competitive market. At this point, I think our associates are entitled to see the Company's best offer. As such, I have attached our Last, Best and Final Offers. With these offers please be advised that there will be no more money on the table. You will see that these offers are contingent on a peaceful and swift ratification.

We hope that the Union will give our retail and meat associates covered by the offers a full and fair opportunity to vote, and that the Union will not misrepresent the contents of the offers. In order for all associates to have a convenient opportunity to vote, we offer Local 7 an option to conduct the voting in our stores. We believe this gives all associates a fair chance for their voice to be heard.

Sincerely,

A handwritten signature in black ink, appearing to read "S. Hammond", written in a cursive style.

Sean Hammond
Senior Director
Labor Relations
The Kroger Co.

