



January 7, 2022

Kim C. Cordova  
UFCW Local 7 President  
7760 West 38<sup>th</sup> Ave., Suite 400  
Wheat Ridge, CO 80033-9982

Dear Ms. Cordova:

As you know, at 3:29 p.m. on January 7, 2022, we invited you to engage in bargaining over our respective proposals in an attempt to avoid a labor dispute and resolve our differences. As you also know, you assured me across the table after presenting your Comprehensive Offer at 3:36AM on January 6, 2022 that you would get back to me with your availability.

We have not heard from you and you have informed us that your Comprehensive Offer will expire at 11:59 p.m. on January 7, 2022. We ask that you do not withdraw your Offer until we have had an opportunity to discuss your proposal.

If you allow your Comprehensive Offer to be withdrawn, based on your correspondence, we will conclude that UFCW Local 7 has no current offer on wages and no interest in discussing that subject matter or the other withdrawn subjects set forth in the Union's Comprehensive Offer.

We hope that you will agree to extend your Comprehensive Offer and meet with us so that we can resolve differences and reach a new agreement.

Please confirm the extension of the Offer in writing.

Thank you,

A handwritten signature in black ink, appearing to read "S. Hammond".

Sean Hammond  
Senior Director  
Labor Relations  
The Kroger Co.