



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:

You have not responded to our several requests to resume bargaining today or in regards to your expiring proposal, nor have we received any response from you indicating that you are willing to modify your positions in your proposal. As such we are at impasse.

Thank you,

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

Sean Hammond  
Senior Director  
Labor Relations  
The Kroger Co.