



January 7, 2022

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

Dear Ms. Cordova:

King Soopers has provided an offer to the Union with unprecedented economic benefits and what we believe are otherwise excellent terms and conditions of employment. We have reviewed the Union's January 6, 2022 Comprehensive Proposal and we are very interested in attempting to resolve the parties' differences and achieve a new labor agreement, rather than experience a labor dispute.

In order to pursue an agreement and work toward labor peace, we request to meet and bargain with you immediately regarding the Union's Comprehensive Proposal. We are fully available to meet. Please respond in writing with your willingness and availability to meet at your earliest convenience.

We would also like the parties to consider using the services of the FMCS and have advised the local office of our interest. Please let us know if local 7 is willing to use the FMCS to help the parties reach an Agreement.

Thank you,

A handwritten signature in black ink, appearing to read "Sean Hammond". The signature is fluid and cursive.

Sean Hammond
Senior Director
Labor Relations
The Kroger Co.