

King Soopers Letter to UFCW Local 7 President

From: Bilgrami, Athar

Sent: Friday, February 15, 2025 7:30 AM

To: Kim Cordova

Cc: Adams, Ian M; McClanahan, Stephanie K

Subject: Benefits Hours Eligibility

Good morning Kim -

The purpose of this email is to initiate discussions with the Union regarding associates who will potentially not meet the hours eligibility requirements for health insurance contributions in February 2025.

There may be a number of striking associates who are unlikely to meet the minimum threshold of hours required to be eligible for healthcare contributions. As a result, these associates may lose insurance coverage in April 2025 unless contributions are otherwise made on their behalf. We intend to inform the associates of this possibility and to let them know that we have reached out to you to discuss potential options to address the issue. Please advise at your earliest convenience the Union's thoughts on how to handle this situation or if you want to discuss.

Thanks,

Athar Bilgrami

HR Leader

King Soopers and City Market