



February 9, 2025

VIA EMAIL

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

Re: Response to letter dated February 8, 2025

Dear Kim,

As per our discussion on the afternoon of Saturday, February 8th, I am the lead bargainer for King Soopers and City Market and Athar Bilgrami is the HR Leader who represents the company. As you have done so far, it is appropriate for you to direct your communication to me with CC to Athar Bilgrami and Stephanie McClanahan.

We are still waiting for your response to the company's last best and final offer. As Athar mentioned in his email, your bargaining representatives along with some committee members told us on the night of January 16th that you will be in touch. We have yet to hear from you on our LBFO.

Athar Bilgrami and Joe Kelley have appropriately said that we are waiting on your response that we have still not received. We are willing to meet and discuss if you have questions on our LBFO but, having received none over the last three weeks, we continue to ask you to give your members a chance to vote on our offer.

Please let me and the team know if you have any questions or would like to meet regarding our LBFO.

Sincerely,

A handwritten signature in black ink, appearing to read "Ian Adams", with a stylized flourish at the end.

Ian Adams
Senior Director,
Labor Relations