



March 5, 2025

**VIA E-MAIL**

Kim Cordova, President  
UFCW Local 7  
7760 West 38<sup>th</sup> Avenue, Suite 400  
Wheat Ridge, Colorado 80033

Dear Kim:

Re: Follow up on additional bargaining dates

I am following up on the Company's February 28, 2025 request made across the bargaining table for additional bargaining dates. As you know, we view these negotiations as a priority for our associates and an urgent matter and had accordingly asked for dates this week and next (the weeks of March 3 and March 10, respectively). You stated you were busy with other matters and instead indicated the Union was available on 3 single dates at the end of the month (March 21<sup>st</sup>, 25<sup>th</sup>, or 27<sup>th</sup>). We asked the Union to take another look at the calendar and see if you could come up with something sooner than that as well as finding consecutive days, if possible. We understood that you would take a look and when asked about how you intended to follow up with us, you stated you would reach back out to Athar and me. To date we have heard nothing further from the Union.

Our associates are a priority to the Company, and we will continue to work towards their new contracts accordingly. As before, the Company remains available the next several weeks and we remain eager to work with the Local to establish new dates for negotiations. We ask the Local to avoid further delay and find some date pairs in the coming weeks to get back to the table. For my own part, I am unavailable March 28<sup>th</sup>-April 1<sup>st</sup> but will otherwise work with our bargaining committee to prioritize and adapt to the Union's availability to come up with additional dates for bargaining during March, including weekends, if need be.

We look forward to hearing back from you soon and bargaining successor agreements for our associates.

Sincerely,

A handwritten signature in black ink, appearing to be "Ian Adams", written over a horizontal line.

Ian Adams  
Senior Director,  
Labor Relations